G. R. S. IX-5]

Previous references.

File No. 23-20

1920.

(564)

Serial Nos. 1

Later references.

SOD 5-11-[illegible]-19

S&A 113-22 & 556.

H 133-33 &1-2

Jr A 173-41 (1-2)

" 173-41 (4-8)

" 186-42-7

GENERAL AND REVENUE SECRETARIAT.

" 186-42 (8-9)

Serial Nos. 1

Part B for July 1920

SUBJECT.

Grant of High price Allowance to low paid officials.

To

All the Heads of Depts. No. H 449-98 of 19.7.1920

Sanctions the grant of allowances to all Officials on pay not exceeding Rs. 100/- with effect from 1.7.1920.

W D 1250—GPB—30,000 28-1-19

GENERAL AND REVENUE SECRETARIAT.

(S&A)

NOTES.

File No. 23- 20

FILE HEADING.

Grant of high price allowances to low paid Officials.

From

No.	Dated	Received

Diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

P.T.O

G. R. S. III-2]

General and Revenue Secretariat. [File No. 2 0 of 191 0

Serial No.	
	Representation of the officials of the General & Revenue Secrtt :-
	Subd. The officials of the General & Rev. Secrtt represent that
	(i) there has been an abnormal increase in the prices of daily necessaries of life & in house rents
	(ii) their pay was fixed when the prices were normal
	(iii) as a consequence they have not been able to meet the situation, and
	(iv) Such increases as may be deemed fair may be given to their present salary either by enhancing the scale of pay or grant of local allowances.
	2. A comparative Statement Shewing the grant of allowances in Mysore, Madras &c. in Station is put up & also figures regarding the general level of prices taken from the returns compiled by the Dy. Director of Commerce.
	3. It is also understood that pending the Enquiries now undertaken by the Salaries Committee of Madras, a provision of 53 lakhs of rupees is made in the budget for 1920-21.
	4. A copy of the letter giving the allowances sanctioned for the Bombay & Karachi cities & Salsette

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. Stl File No. 7 of 191 7

Serial No.	
	is also put up.
	12.2.20 5 The rates in Bombay and Karachi cities are rather high and allowances are granted to Officials drawing upto Rs 100. It may not be quite convenient or appropriate to adopt these rates in Mysore.
	6. The consolidated allowance granted in Madras and C & M Stations, Bangalore is the same and is slightly higher than the war and grain compensation allowances put together as now granted in the Bangalore City.
	7. The prices have risen more than a hundred per cent since July 1914.
	8. What further relief can be given and to what classes of employes it may be extended are points for consideration.
	9. Kind reference is invited to the office rules and the Dewan's orders in Gen Fin. file 3 of 19 put up herewith. (Chief Sec) C&R 12.2.20.

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat.

File No. 23 of 1920

49

Serial No.	
	13 The index numbers of prices taken from the returns compiled by the Commerce Dept Show that the level of price has risen 33⅓ per cent during 1919. There is no question that the low paid subordinate are experiencing great difficulty. The wages of ordinary labour have risen by the operation of the ordinary laws of supply & demand, but the emolument of Govt servants have no such elasticity.
	14 Recently the lower clerks of the Secretariat have brought their difficulties to notice & I believe the officials of the Comptroller's office have done likewise.
	15 The war & grain compensation allce given in Mysore are appreciably lower than the Consolidated allce paid in the Ceded Dists & in Madras, & this is lower than what is paid in Bombay.
	16 It seems to me that the least that can be done is to adopt the rate in force in the Ceded Dists & in Madras.
	17 The officials in Bangalore

NOTE—Contn. sheet.

Serial No. 1

are also experiencing special difficulty in the matter of house rent. Owing to various causes house property in Bangalore has been going up in value at a rapid rate either as a cause or as a consequence rents have risen considerably. Poor officials are very hard hit by this & such of them as live in rented houses have always the Damocles' sword of an eviction or an increase of rent hanging over their heads. I am working at a scheme for housing officials on a co-operative basis & shall submit it for consideration when it is developed.

15 I do not know if conditions in Mysore City are equally bad. As it seems to me that it is desirable to give some house rent allce to officials in Bangalore — who have no house of their own & are living in rented houses. The allce may be 3 Rs in the case of menials, officials up to 30 Rs, 5 Rs from 30 to 50 & 7½ Rs from 50 to 100 Rs.

16 If the salaries of officials are appreciably increased in Madras as a result of the recommendations of the Salaries Committee, we in Mysore will

NOTE—Contn. sheet.

G. R S. III-2]

General and Revenue Secretariat.

File No. 2 of 1917-20

Serial No.

DEWAN'S OFFICE.
Recd. on FEB 14 1920
Reg. No. 5612.

have to follow suit, if to some extent.

4 The above recommended may be sanctioned for a period of one year or at least 6 months for the present. If approved Sir Ley will be consulted.

Dewan 4/2/20

5 I should like to obtain opinion of Sir H. Ley also.

Until coming into force, we cannot, with any sense of justice, compel the juniors of the Secretariat.

16.2.20.

6 To Mr Leer with compliments to favour of opinion.

NOTE—Contn. sheet.

G. R. S. III-2]

General and Revenue Secretariat. | File No. [illegible] of 191[illegible]

Serial No.

1. There can be no two opinions regarding the need for a larger measure of relief than is afforded by the grain and war allowances ~~is really called for~~ in the case of the low-paid officials and menials. These latter ask for a permanent addition to their pay corresponding to the increased cost of living. It is true that there is no likelihood of the prices of necessaries of life going back to their old level. At the same time it cannot be denied that the present conditions are altogether abnormal and it is impossible to say what may be the future course of prices. No solution, therefore, in the direction of readjusting the permanent rate of pay can, I think, be attempted until some more experience is gained as to how conditions influencing prices will operate in the future.

2. In the meantime, a larger measure of relief than is now given is, as I have stated above, necessary. The relief should also be fairly adequate to prevent the question being pressed again on the attention of Government for some period of time sufficient for watching the trend of factors affecting prices and also for attempting a more or less permanent solution of the problem.

3. The object of both the grain and war allowances is the same and no useful purpose will be served by continuing this system of granting two kinds

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

Serial No.

kinds of allowances.

4. The Chief Secretary has proposed the adoption of the rates of allowances in force in the Civil and Military Station and in Madras and the payment to such of the officials employed at Bangalore as have no houses of their own, of house-rent allowances at the rate of Rs.3 in the case of menials and officials on pay up to Rs.30, of Rs.5 to those on pay from Rs.30 to 50, and of Rs.7-8-0 to those on pay from Rs.50 to 100. The scale of allowances now given in the Civil and Military Station and in Madras is inadequate and will not afford much help to the poor officials and menials who have been subjected to considerable distress on account of largely risen and still rising prices.

5. The concession proposed on account of increased house rent cannot, I think, be limited to those who do not own houses. The grant of two allowances, one for house rent and the other for the increased cost of living, is not also a very convenient arrangement. It seems to me that it will be best to grant an addition to pay as a compensation both for increased price and higher rent charges.

6. Two scales of allowances may be provided for, one for places like Bangalore and Mysore---Cities where living is costlier than in mofussil places

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

Serial No.			
	places and a second for all other places.		
	7. I would suggest the following scales of allowances:-		
	Total emoluments.	City scale. Rate of high~~er~~ prices allowance.	Mofussil scale.
	Up to & inclusive of Rs.6	100 per cent.	Same as City scale.
	From above Rs.6 to Rs.20	50 % subject to the minimum of Rs.12-8-0. (Total emoluments including allowance.)	do.
	From above Rs.20 to Rs.40	Rs.10 uniform addition to each.	Rs.8 uniform addition to each.
	From above Rs.40 to Rs.60	Rs.8 do.	Rs.6 do.
	From above Rs.60	do. Rs.7/ subject to the maximum Rs.80 (Total emoluments including allowance.)	Rs.5 do. subject to the maximum of Rs.75 (Total emoluments including allowance.)
	8. It will be seen from my note on the revision of the Financial Settlement recently submitt that there is absolutely no margin for any more additional expenditure. The demand now under consideration is, however, inevitable and insistent and the only way of finding the money required for meeting it is to give it priority over less urg items of expenditure which are now being incurre but which have to be reduced or eliminated altogether.		
	9. After the measure of relief which Goverr		

men

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

Serial No.

Government consider necessary is decided, the additional expenditure involved in affording such relief has to be calculated and action taken to effe a corresponding reduction of existing expenditure for sanctioning the additional allowances.

10. The scale of allowances proposed above is likely to cost ~~more than~~ about 10 lakhs in addition to 12½ lakhs now being incurred. As elaborate calculation is necessary for finding ~~it~~ out the exact cost ~~and~~ it has not been made as the extent of relief which Government consider to be absolutely necessary has first to be decided.

11. The high prices must be benefiting the land ~~lords~~ owners and as the resettlement of many taluks is stated to be long overdue the question whether it is not possible to increase the assessment in such taluks under some temporary arrangement pending regular resurvey and resettlement requires early and serious consideration.

Mill 19-2-20

22/2 Circulate next Tuesday meeting

NOTE—Contn. sheet.

WD A 1789—GPB—60,000—20-3-18—S.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

D.963

A Draft to the Resy requesting the supply of 200 copies of the ad interim report of the Madras Salaries Committee if the Order thereon is sanctioned as instructed

Asst
26-2-20

Chf Secy

23 Issue

Asst
27/2

Issued No Pol 973 d 28-2-20

To The First Asst Resident

asks for a copy of the report (ad interim) of the Salaries Committee appointed by the Govt of Madras.

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

D 3671 1216

G. R. S. III-2]

General and Revenue Secretariat.

54 File No. 23 of 1919-20

Serial No.

Pol No. 1353

Reader No. 3299 dated 10. 4. 1920 from the First Assistant Resident in Mysore forwards a copy of the 'ad ai ibem' report of the Salaries Committee and G.O. 146 Financial dated 18th Feb 1920 passing orders thereon and states that the final report of the committee will be submitted in due course.

Submitted for perusal.

16/4 Chief Secy 12-4-20

Dewan's

This member's 19-4-20

DEWAN'S OFFICE.
Recd. on APR 27 1920
Reg. No. 7857

5815 19.4.20

6697-No. 21.4.1920

A copy of the Salaries Committee's report sent herewith is also placed on this file 26-4-20

26.4.20

FINANCIAL BRANCH
30 APR 1920

D 3871

NOTE—Contn. sheet. 3337

1/5

26

Secy

Chief Secy 22-4-20

27 Secy 29.4.20

28 With reference to 18th member's & Dewan's orders supra.

Asst Secy 30-4-20.

Dewan

Secy

G. R S. III-2]

General and Revenue Secretariat.

File No. 23 of 191

Serial No.	
29	The Connected case has been ordered to be placed before the Finance Committee. May this report be also placed before it?

Joint Member
Chairman F.C.

28
1/5/20

Note—Contn. sheet.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Madras G.O. no. 146 d/ 18.2.20

Sanctioning enhanced rate of War allowance to lowest paid Govt. Subordinates, on the interim recommendations of the Salaries Committee

31 Submitted for perusal

2/3 We ad interim report by the Salaries Committee has not yet been received

Chiefly

1-3-20.

CS 3/26/20

Material will be received.

4/3

NEXT

(For Disposal at a Meeting)

No. C. 453

19 20

GENERAL AND REVENUE SECRETARIAT.

33 Council Matter.

SUBJECT.

(Clause xiii of the schedule)

34 Proposal to grant allowances to officials and menials in the employment of Government, in view of the present abnormal rise in prices.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

C S Baksi
Chief Secretary to Government.

21st February 1920.

Extraordinary Member of Council.

108 / 25/2/20. **First Member of Council.** 25.2.20

5-480-496 / 24-2-920. **Second Member of Council.** Seen 25.2.20

4308 / 23.2.20 **Third Member of Council.** 23/2/20

C453

"D" - 6.

Subject. - Clause xiii of the schedule.

Proposals to grant allowances to officials and menials in the employment of Government in view of the present abnormal rise in prices.

...

Opinion of the Council.

May be placed before the Budget Finance Committee meeting as early as possible.

C8X
12/3/20

To the Under Secretary, Financial Branch, for necessary action.

C8Y
13/3/20
18
13/3

Serial No.

The matter was referred to the Finance Committee in accordance with the Council decision and at a meeting of the Committee held on 5th July 1920, it was resolved that the following relief might be given:

I Inferior Service

1) To those receiving pay upto & inclusive of Rs 50 per mensem. 100 pc increase ~~subject to a~~ minimum of Rs 12 in the cities of Bangalore & Mysore and Rs 10 in other places.

2) " " from Rs 6 to Rs 10. An increase of Rs 5 per mensem.

3) " from Rs 11 to Rs 15. An increase of Rs 6/- per mensem

4) " " Rs 16 to 35. An increase of Rs 7 per mensem

Note The above increases are subject to the condition that the minimum in the case of Bangalore and Mysore cities will be Rs 12 and that in the other places Rs 10.

II Other Inferior Service

1) Upto ~~Rs~~ pay of Rs 19. Increase Rs 8/- p.m.

2) Above Rs 19 upto and inclusive of Rs 100. Increase Rs 10 pm

It was also resolved that ~~Schools~~ this relief need not be given to Schools teachers of the Education Dept whose cases will be separately considered

A copy of the proceedings of the

Dr for business

Sr Jt. [illegible] Gaz

NOTE—Contn. sheet.

to the Chairman of the Finance Committee for approval

DRAFT No 107.

G. R. S. III-2]

General and Revenue Secretariat. File No. 13 of 1920

Serial No.

Committee is herewith submitted.

Mall
6.7.20.

H Secretary) To facilitate disposal of putting up a draft G.O accepting the proposals of the Finance Committee. In view of the object of the allowance I have proposed that it may be permitted to count for calculation of leave allowances.

may be ordered to be submitted by Circulation Mall

Dewan Third) 7-7-20
First Member) mm

(2) Seen. The draft seems all right. I would like to see one more opinion viz the teachers. HT
8.7

DEWAN'S OFFICE.
Recd. on JUL 9 1920
Reg. No. 2-3-3

(3) Draft approved. Mall 8/7/20
The case of teachers also must be taken up very soon.
Seen
9.7.20

(4) To the Chief Secy:
I agree Mall 9-7-20
Well
10.7.20

(5) Approved

(6) Circulate accordingly

(7) Issue orders

(8) Issued

(9) Entered

(10) Filed

AS
1 Please put up Dft
2. Send a draft Standing Orders to S.I.A for taking action re teachers.
mm 9.7.20

1) Noted
2) Entered
NOTE—Contn. sheet.
mm 9/7/20

Immediate

(For Disposal by Circulation.)

No. C. 453/9

.....19.19-20

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

Draft order re: Scale of allowances proposed to be given to the officials and menials in the employment of Government in view of the present abnormal ~~price~~ rise in prices.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

C. Balasundaram
Chief Secretary to Government.

9th July 1920.

Extraordinary Member of Council.

First Member of Council. Opinion recorded.

221-22 **Second Member of Council.** Opinion recorded
9.7.20.

Third Member of Council. Perused
10.7.20

286
10.7.20

10/7

C 453

G. R. S. III-2]

General and Revenue Secretariat.

File No. 73 of 19 20

*23. As soon as circulation is complete and the opinion of the Council is recorded, the file will be forwarded to the Secretary in the Department concerned for transmission if need be to the Financial Secretary under Standing Orders and for submission to the Dewan or Member in charge.

Circulation complete.

Forwarded with compliments to the Secretary to Government..... Financial Department under *Rule 23 of the Subsidiary Rules of Council Business.

By Order,

Chief Secretary to Government.

48 D.O.N. Intch.
Dewan
10.7.20

49 D.S. Nabb
12.7.20

DEWAN'S OFFICE.
Recd. on JUL 12 1920
Reg. No. 281

NOTE.—Coto. Sheet.

WD—307—GPB—1,000—19-8-19

50 *Submitted to His Highness.*

....

Owing to the prevailing high level of prices, the grain compensation allowance admissible under the rules of the Mysore Account Code is being sanctioned from July 1918 and the benefit of it is limited to persons in receipt of a pay of Rs.30 and under. As this allowance did not afford sufficient relief, another allowance is also being given month by month with the sanction of His Highness from November 1918 to all those who are in receipt of a pay of Rs .50 and under. Several representations have been received requesting for a larger measure of relief than these two allowances now afford and the matter was considered in Council on the 12th March 1920. The Council was of opinion that the views of the Finance Committee might be invited as to the extent of relief called for. The Finance Committee considered this question at its sitting held on the 5th instant and their recommendations are as under:-

Linked file No II

-do- No I

A & B

C

A consolidated allowance, in lieu of the grain and war allowances now granted, may be given to all those in receipt of a salary of Rs .100 and under according to the following scale:-

Service.	Rates of salary.	Allowance proposed.
Inferior.	Those in receipt of Rs4 & Rs.5	An addition of 100 per cent per mensem.
-do-	Rs.6 to Rs.10	Rs .5 each per mensem.
-do-	Rs.11 to Rs.15	Rs. 6 -do-
-do-	Rs.16 and above	Rs. 7 -do-

(Note.-- The above increases are subject to the condition that the minimum in the case of the Bangalore and Mysore Cities will be Rs .12 and that in all other places Rs .10.)

Service.	Rates of salary.	Allowance proposed.
Superior	Those in receipt of salary up to Rs .19	Rs .8 each per mensem.
-do-	above Rs.19 and up to Rs .100 inclusive	Rs.10 -do-

The proposals of the Finance Committee were circulated to the Members of Council and they are agreeable to give effect to them from 1st July 1920. A draft order accepting the recommendations of the Committee and sanctioning the allowance from the current month is herewith submitted.

Page 14 of office Notes
Draft for approval

Similar allowances have been sanctioned by most of the provincial Governments in British India and some of them have given larger allowances than are proposed in the draft order. The cost of the grain and war allowances now being given amounts to Rs.12 lakhs per annum and the revised allowance now proposed which is in lieu of the two allowances hitherto granted, is estimated to cost about Rs.21 lakhs, i.e., about Rs.9 lakhs more than the expenditure now being incurred on this account. I solicit His Highness' gracious approval to the proposals embodied in the draft order.

E, H, V, Z, M

It is proposed to deal with the relief required in regard to teachers of Education Department in connection with the Education Memorandum and proposals about them will shortly be submitted.

12-7-1920

C 453.

Record of Cases submitted for the Orders of His Highness the Maharaja.

Subject.

Grant of allowances to officials and menials in the employment of Government, on account of the prevailing high level of prices.

no 60

Order.

~~KRM~~

15/7/20

H-Leg

16.7.20

C 453

G. R. S. III-2]

General and Revenue Secretariat. | File No. of 19

Serial No.

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of His Highness' orders ~~before~~ after issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure.)

C. Balasundaram
Chief Secretary to Govt. 16/7

~~The~~

Through the Secretary to Government,
.....Financial.....Department. 16.7.20

FIRST MEMBER OF COUNCIL 17.7.

SECOND MEMBER OF COUNCIL
Read
17.7.20

371-26
17.7.20.

THIRD MEMBER OF COUNCIL.

NOTE—Contn. sheet.

Secy
17/7/20

G. R. S. III-2]

General and Revenue Secretariat.

Sdt File No. 23 of 1920

Serial No. 1)

To All Hds. of Depts —
H. 449-9-88, 19-7-20 —
I am to convey the grant of allce to all Officials on pay not exceeding Rs. 100 with effect from 1-7-20.

2) Subd. In para 2 of the Odr it is stated that the allce will count for purposes of leave allce. It is doubtful if it will count for purposes of Travelling allce also. As the allce has been given in view of the prevailing high prices, and as repeated representations have constantly been received by Govt complaining about the inadequacy of the present rates of Daily Allce in these days of high prices, it seems to be necessary to permit this allce to count for purposes of T.A.

For Odr.

20.7.20

the allce now given is of the nature of local allce and it is doubtful whether it can strictly be treated as

G. R. S. III-2]

General and Revenue Secretariat.

File No. of 191

Serial No.	
	Salary for purposes of Calculating T.A. unless the Govt are pleased as a Special Case to order its being treated as such
282/207	(H Srey).

NVS

The order has issued and its interpretation & application may be left to the Audit Office

and 20/11/20

20/11/20

NOTE—Contn. sheet.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted :-

The Officials of the Land Revenue Section represent that the present abnormal increase of the price of food-stuffs and cloth etc and increase of house-rent have rendered living very costly - and that sufficient allowances to compensate for the extra expenditure they have been forced to incur has not been given to all of them. They beg that -- their pay may be raised proportionately or that they may be given suitable ---- allowances till the prices go down. This representation may be kindly submitted to the proper authorities ------ through the Registrar and orders obtained kindly very early.

L.R. Section

A.R. Balasundaram Pillai
P. Ramaya Reddy
Hussain Saheb
Krishnamurthy
J. Raja Rao
A. Venkatachalam
A. Sivasankaran
N. Venkatarama Reddy
K. Venkatachalam
M. Thirumalai Rao
Krishnaswami
Lakshmi Rao

Send to Registrar through Chief Secrett.

11-2-20

The prices of food stuffs are going up by leaps and bounds. These are really hard days for officials who are depending entirely on their

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

pay. The prayer Sympathetic
Deserves very Consideration at the hands of
Regd the Senior Govt-
& (3 representations
11/2/20 in C

Cashier.

Please put up a brief
note on the representations
read; the allowances drawn
by the offrs in the gobds,
and those sanctioned for
the C & M. Station employes.

BG
11. 2. 20.

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted to the Chief Superintendent.

The Officials of the Local Self - Government Branch represent that the - present abnormal increase of the price of foodstuffs and cloth and increase of house rent have rendered living very - costly and that sufficient allowances - to compensate for the extra expenditure they have been forced to incur has not been given to all of them. They beg -- that their pay may be raised proportion- ately or that they may be given suitable allowances till the prices go down. - This representation may be kindly sub- mitted to the proper authorities through the Registrar., and orders obtained -- kindly very early.

P Kaunaiyachetty

D Sivaramaiya 11/2/1

L Ramachandraiah

N. Doraiswami

M.G. Hanumantha Rao

S. Srinivasa Rao

G. K. Venkata Raman

Pendeng a Rajan

M K Sarma

T. Srinivasacha

M. Ram Rahman Sahib

Chidambaram

11/2/20

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted

The Officials of the Separate Revenue and Assist Section of the Rev Sec represent that the present abnormal increase of the price of foodstuffs cloth and increase of house rent have rendered living very costly - and that sufficient allowances to compensate for the extra expenditure they have been forced to incur had not been given to all of them. They beg that -- their pay may be raised proportionately or that they may be given suitable ---- allowances till the prices go down. This representation may be kindly submitted to the proper authorities ------ through the Registrar and orders obtained kindly very early.

Lakshminarayanaiya

Srinivasaiyan

T K Govindaraman

1st Sr Clk

Syed Abdul Aleem

Gill Kantiya

Subt to Registrar
through the Chief Supt

The present conditions are very intolerable and without

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, &c., not intended for permanent record.

some additional assistance
it is extremely unlikely that
they can make both ends meet.
The representation may
therefore be considered with
sympathy.

BM
10/2/20

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted.

The officials of the Second members' Establishment represent that the present abnormal increase of the price of foodstuffs and cloth etc., and increa of house-rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure the have been forced to incur has not been given to all of them. They beg that -- their pay may be raised proportionately or that they may be given suitable allow ances till the prices go down. This representation may kindly be submitted t the proper authorities through the ---- Registrar and orders obtained ~~kindly~~ ver early.

B Krishnamurthy. 12.2.20 } Second members' Establish ment.
Ramachandra Rao

Subd. for favour of Consideratio

H. 12/2/20

Ch Secy

BC

12.2.20

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted.

The officials of the Confidential Branch represent that the present abnormal increase of the price of the food-stuffs and cloth, etc., and increase of house rent have rendered -- living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur has not been given to all of them. They beg that their pay may be raised proportionately or that they may be given suitable allowances till the prices go down. This representation may be kindly submitted to the proper authorities --- through the Registrar and orders obtained very early.

C. R. Narayanaswamy Iyer

V. Krishnan

B. G. Sowmyanarayana

K. Narayanaswami

A. M. Krishnaswami

K. M. Krishnaswami

Submitted to the Registrar. The question raised is no doubt a very big one affecting all Govt. officials

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

(I.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

I am informed that [illegible] from the Main Consideration [illegible] that allowances are also [illegible] to the Executive Rise in the prices of food stuffs & other necessities of life. The grant of some kind allowance seems to be a pressing necessity if good work is to be expected from the low paid officials.

Hn
12/2/20

N.B. Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted to the Registrar -

The officials of the Personal Staff of the Financial Secy represent that the present abnormal increase of the price of foodstuffs and cloth etc., and increa of house-rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure the have been forced to incur has not been - given to all of them. They beg that -- their pay may be raised proportionately or that they may be given suitable allow ances till the prices go down. This representation may kindly be submitted t the proper authorities ~~through the~~ ---- ~~Secretary~~ and orders kindly obtained ~~kindly~~ ver early.

G. Narasimha Rao.
V. Narayana Iyengar
Ramanujamaswamy Aiyar
N. Ramachandra Rao
Louis Thuraisawmy

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

19.2.20.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted:- (Thro' the Dy Regr.)

The Officials of the Gl. Records, S/pl. Ex. D. Printing Section & Libry S/pl. ..... represent that the present abnormal increase of the price of food-stuffs and cloth and increase of house rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur has not been given to all of them. They beg that their pay may be raised proportionately or that they may be given suitable allowances till the prices go down. This representation may be kindly submitted to the proper authorities. write your support.

C. Ramachandra Rao
(and 2 others)
H. Subbadoss
M. N. Lingaraja
Manjunatha
M. Rangaramiyengar
B. B. Shankar
S. Yoganarasimha
B. Channappa
B. K. Narasimhaiengar
K. Narasimha Murthi Rao
Venkaiah
K. Subbaraya
K. Viswanathan
Mahmood Khan.
(and others)

Subd to Registrar

As the Hon. Secy. of one of the biggest Co-operative Societies in the State, I can vouch for the great distress now endured by the middle & lower class officials. An official in receipt of even Rs. 100/- a month (and a decent one at that) has to live and as time is taken up in thinking of his next meal. People getting anything under Rs. 30/- have constantly to dabble in debts. Our present allowances are Rs. 5/- per person drawing up to Rs. 30/- and Rs. 3-5-0 per person drawing Rs. 30/- and upwards. I suggest that this be raised to Rs. 10/- and Rs. 5/- respectively. Only 1/16 of pay in case of people drawing Rs. 80/- and upwards. In case of people drawing less than Rs. 30/- the increase suggested is 1/3 of pay subject to a maximum of Rs. 5/- and a minimum of Re. 1/-. I would suggest for such increments up to Rs. 50/-

I would suggest for such increments up to Rs. 50/-

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G.R.S. III—3]

Routine Notes.

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R Narayana Rao
D. Venkata Krishnaiya
V. Balakrishna Pillai
P. Sita Ramaiah
G. Thammiah
R Sadasiva Iyengar.
H G Ramanna
A. Rajachar

the following two alternatives for keeping Govt. Servants in the present critical times:-

(a) Grant of both grain & war allowances to offrs drawing Rs. 200/- and under, with a minimum of 10 Rs in each case.

or (b) Supply of rice & fuel to all such officials from the Govt. Depots at 3/4 cost price.

People are getting restless and anxious something immediate policy for ~~[illegible]~~ is thought of, work in all depts of Govt. here after -

22.2.40

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G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Respectfully submitted to the Chief Secretary through the Registrar,

We, the officials of the Financial Secretariat beg leave to submit the -- following for the favourable and -- sympathetic consideration of Government.

Owing to adverse seasonal conditions and exhorbitant rise in prices consequent on war, the lot of the low paid officials on fixed incomes, which do not respond to the rising in prices, has become very hard. They are being more and more severely hit of late, as the prices are every where showing a tendency either to increase or stagnate at its present high level. Compared with the pre-war level, the present increase works to not less than 100 per cent and it is feared that a large part of this increase has come to stay with us as a permanent factor. Considering the - present level of prices and the -- improbability of any substantial reduction in the appreciable near future, in a large and populous city like -- Bangalore, the officials beg to request that the Government may kindly come to their relief and offer some permanent measure

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G.R.S. III—3]

Routine Notes.

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measure of relief in the shape of -- some local allowance to all officials employed in Bangalore City.

In requesting for such a relief the officials have not forgotten the present financial position of the State which has been rendered complicate owing to the present rate of exchange and the heavy drain on even the famine reserve, consequent on the grant of Grain Compensation allowance and War Allowance. But dire necessity and absence of even the necessaries of life have compelled the officials to lay their grievances before Government with the full hope that some reasonable enhancement of their salary will surely be given to them.

In this connection kind attention is also invited to the accompanying extract from the Justice dated 9th instant which indicates one of the many instances of the kind of the poor hard hit officials praying -- redress for their grievances.

Subbarao
S. P. Shuddhappa.
M. Ramachandra Sastri
M. Krishnaiswami Rao
Subbarao

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G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

S. Venkatarathnam

B. Ramachandra Rao.

Circulate accordingly

M. K. Ramanujam

V. Narayana Rau.

K. Vishnu Rao.

N. V. Sundaram.

M. Chandra

Home Member's Secretary

T. Sivaraja Rao.

Submitted to the Registrar thro' the Under Secretary for favourable consideration. The situation is causing anxiety

18
11-2-1920

11-2-20

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Cabinet Secy

CUTTING FROM THE 'JUSTICE' DATED THE

9TH FEBRUARY 1920.

SECRETARIAT DEPUTATION.

S i r,

It is a matter for deep satisfaction that His Excellency the Governor has kindly consented to receive a deputation of -- Secretariat Clerks on the 12th Instant. We can now hope for a -- just and partial enquiry into the grievances of these people.

I trust that the deputation will not only be communally -- representative but would also consist of representative men from the various grades of the service. We would even emphasise the -- inclusion of a large number of men from the lowest grades. I mean those clerks who are eking out a precarious livelihood on Rs.30 - 40 per mensem as they have been most affected by the abnormal -- rise in prices.

I would suggest that the deputation makes out a strong case beforehand and makes its members fully acquainted with the grievanc es and the remedies suggested, so that there need be no faltering in setting forth their complaints before His Excellency.

The three most important demands, in our opinion, should be (1) Increase in the initial pay of clerks (subject to periodical - revision with reference to the cost of education and to the pre- vailing price of foodstuffs. (2) The introduction of the time -- scale of pay which alone can induce the clerks to work in hope. Under existing conditions, many young ambitious men have literally to 'rot' on a small fixed pay, for many years, even though they - might work to the satisfaction of their superiors and (3) The -- grant of house rent allowances, as otherwise the clerks have to - part with more than ¼ of their pay.

---------- 'Looker-on'.

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted.

The Officials of the...Office.....
Branch beg to represent that the present ~~xxxx~~ abnormal increase of the price of food-stuffs and clothing and increase of house rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur have not been given. Their pay which was fixed when prices etc., were about ½ of the present level has not been improved. They beg therefore, that their pay may be raised at least by 50 per cent or that they may be given suitable allowances till the prices go down. This representation may be kindly submitted to the proper authorities through the Registrar and orders obtained kindly very early.

Abdul Qadir
K. Puttu Rao 11/2
H. Sivadandaiah
R Narasimha Rao
M Venkatanarayana 11/2
H. S. Narasimha Char
K Venkata Rao
Ananda Krishnamurthy
T Raghavachar
[illegible]
[illegible] P.T.O
M Rama Rao

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G.R.S. III—3]

Routine Notes.

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Submitted to the Registrar,

I fully endorse the above prayer; the present times have become so hard and difficult that it is impossible for family men of ordinary means to pull on from hand to mouth unless Government comes to their rescue by the grant of a liberal local allowance. I may also be permitted to be included in the list of signatories.

V Subrahmanyasastri
11-2-20.

I beg to state that I am in full accord with the recommendation made above. I beg very respectfully that the really very hard case of our young men may be graciously considered & relief prayed for granted.

N. Narayana Sarma
Secretary

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

11-2-20

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted.

The Officials of the Protection. Branch beg to represent that the present ~~xxxxx~~ abnormal increase of the price of food-stuffs and clothing and increase of house rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur have not been given. Their pay which was fixed when prices etc., were about ¼ of the present level has not been improved. They beg therefore, that their pay may be raised at least by 50 per cent or that they may be given suitable allowances till the prices go down. This representation may be kindly submitted to the proper authorities through the Registrar and orders obtained kindly very early.

K. Rajagopal Rao 4/2/1920
(Clerk)
Shanmugapathy Rao
M. Ananda Reddy (Police)
[illegible]
[illegible]
D. Madhava Rao
[illegible]
B. Subba Rao
[illegible]

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G.R.S. III—3.

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Secretary.
Ag Commissioner Jpa.
P. Venkata Rao.

The request is reasonable & deserves all consideration.

The condition of the ministerial establishment as whole — & of clerks & superintendents — deserves betterment.

It is reported that organised movements among non gazetted ranks of the service for increase of pay are on foot in many parts of India are receiving the serious consideration of the authorities.

RPR 11/2 11/2

I fully incline the above.

Ag Comm Jpa

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G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted:-

The Officials of the Mess Department ..... represent that the present abnormal increase of the price of food-stuffs and cloth, and increase of house rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur has not been given to all of them. They beg that their pay may be raised proportionately or that they may be given suitable allowances till the prices go down. This representation may be kindly submitted to the proper authorities --- through the Registrar and orders obtained kindly very early.

11.2.1920

M. A. Jamalayamma

R. Sreenivasa Rao

K. Mohanamma Sastry

G. V. Subba Rao

Narasimha Rao

M. R. Narasimhaiya

Meidaranbiah

Deserves favourable consideration and early relief

Rees)

11/2/20 · NR 14/2/20

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G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted :-

The Officials of the Secretariat represent that the prese abnormal increase of the price of food stuffs and cloth and increase of house rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur has not been given to all of them. They beg that - their pay may be raised proportionatel or that they may be given suitable --- allowances till the prices go down. This representation may be kindly submitted to the proper authorities ----- through the Registrar and orders obtained kindly very early.

S R Venkatarama Ayyar For favorable Consideration & recommendation

B. Venkatasubbiah.
B.K. Puttu Gowda.
Manasseeing Jus
Recommendation

Sheraj

D. S. Narayana Rao per.
D. Solomon

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

B. Venkatasubbiah.
T. R. Srinivasa Rao.

Rejoinder

The Complaint is very real. We are loth to hire a place in which the existing conditions and the pay is quite insufficient to meet the cost of living. It will be a calamity if it is not increased suitably very soon.

V. Kuppuswamy
K. Somasundaram

Statistical Branch

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted.

The Officials of the Statistical Branch represent that the present abnormal increase of the price of food stuffs and cloth and increase of house rent have rendered living very costly and that sufficient allowances to compensate for the extra expenditure they have been forced to incur have not been given to all of them. They beg that they may be given suitable allowances till the prices go down, the previous representation forwarded to the Chief Secretary with the recommendation of the Director of Statistics, praying for an extension of the Secretariat scales of progressive pay, being graciously considered independently. This representation may be kindly submitted to the proper authorities through the Registrar and orders obtained kindly very early.

B. Srinivas Rao.
11.2.20

P. Srinivas Rao.

Harishchandra Rao

L. Ramachandra Rao.
11.2.20.

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

This is a joint representation; but it is sent up for favourable orders as the abnormal circumstances now prevailing call for an early consideration of the above prayer

11.2.20 Registrar).

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Submitted :-

The Officials of the Mysore Secretariat represent that the present abnormal increase in the price of foodstuffs and cloth and increase of house-rent have rendered living very costly - and that sufficient allowances to compensate for the extra expenditure they have been forced to incur have not been given to all of them. They beg that -- their pay may be raised proportionately or that they may be given suitable ---- allowances till the prices go down. This representation may be kindly submitted to the proper authorities ------ through the Registrar and orders obtained kindly very early.

S Dinmalachiar
M Narasimhappa
A. Venkatesa Aiyar
C. Chowdiah
D. Appadorai
V. Bastappa.
V. Sundaram.
K. V. Lakshmanan
C. Krishnamurti Rao } on leave to day -
H. Rama Rao

Yp. Remarked.
Cubbon Park Bungalow
11.2.20

Subd to the Registrar for very favorable consideration. The prices of articles have risen all round making it impossible for people of ordinary means - Especially for Officials - to make both ends meet. The prayer of the Offrs for being given suitable allowances deserves sympathetic consideration from Govt.

SG
11.2.20

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

To the Chief Secretary
Invites comments
As it is understood
that the question is being
considered, perhaps the
matter also be taken up for disposal
in the Chief Secretariat

Camp, Chikballapur
26-2-20
23rd Feby 1920

My dear Sir,

I beg to enclose herein a memorial addressed by the Officials of the Survey Department to the Dewan Saheb for favour of consideration and orders.

Yours sincerely
B Ramaswamiah
Superintendent

To

B. Ramaswamiah Esquire BA BL
Secretary to Government
Revenue Department
Bangalore.

514

Bangalore,

Dated 20th February 1920.

To

The Dewan of Mysore,

Bangalore.

Thru'

The Superintendent,

Revenue Survey in Mysore,

Bangalore.

Respectfully sheweth:-

That the increase in the price of bare necessaries of life which was inevitable under the war conditions, has continued even to the present day and the prices of food stuffs, especially, have gone up so alarmingly high that your memorialists are compelled by sheer necessity to represent their present impoverished condition in the earnest hope that the Government may graciously be moved to take steps to better it.

That your memorialists among others form what is known as lower middle class, a class which is reckoned the poorest because they have still to exist on their old fixed pay the purchasing power of which has since been reduced by more than a half, so much so, that a family of 4 souls (husband, wife and two children) which maintained itself on about Rs.25/- then, requires now at least Rs.60/- as will be seen from the comparative table appended, wherein no allotment is made to lay by anything for winter:-

55

	1909 to 1915.	1919-20.
1. Rice	Rs.5	Rs.12
2. Ghee & oil. ...	3	8
3. Milk, curds, etc.	3	5
4. Firewood & Kerosine oil.	3	9
5. Vegetables, Dhall, condiments, etc..	3	8
6. House rent.	3	6
7. Clothing. ...	2	6
8. Education, washing barber, medical bills.	4	8
Total	Rs.26/-	Rs.62/-

That the memorialists have in their struggle for maintenance, patiently undergone several hardships during the great war with the hope that the dawn of peace would bring about better prospects. But to their disappointment and misfortune the prospects have become most gloomy threatening to bring about a wholesale ruin of the poor middle class people with small fixed income. Having no independent means to supplement their income, the misery has become all the more keen and desparate, in view of the prevailing rates in the price of food stuffs, clothes, etc.,

It is becoming almost a common thing to rest content with one meal a day, flinging aside all other attempts at what may be called luxury, as the use of vegetables, ghee, milk, etc. The clerk, who is thus a silent sufferer, with the pay he gets at present, can hardly maintain himself and his family consisting of at the least, his wife and say two children. Added to the exorbitant amount he has to spend for feeding

56

himself and his family, he has to meet the high rent of the house he has to live in, always anxious of the threat of further increase of rent.

While organised labour has been able to force wages up for industrial work to two or three times pre-war wages to meet the increased cost of living and while other classes have through necessity or avarice been able to increase the price of all articles, house rent, etc., the position of your memorialists is getting hopeless as even any attempt for any organised effort on their part to demand higher salaries in proportion to the increased cost of living would simply meet with summary dismissals and they are also precluded from supplementing their income by employing themselves elsewhere during their leisure hours. Thus they are still existing on their old incomes barely sufficient for a meal a day.

That your memorialists worried by sufferings and harassed by creditors, are doing their level best to keep up the appearance necessary for their position as officials of Government and are on the verge of beggary and bankruptcy, not to speak of the fact that their home treasures, if at all they should have any, are being parted away with great reluctancy but out of forced necessity. This is the plight in which the Government clerks in general are placed.

That your memorialists, while being highly grateful for the grant of temporary grain compensation and local allowances, beg leave to state that such a grant while being restrictive, has not helped the recipients to any appreciable extent owing to the steady increase of the price of food stuffs by leaps and bounds.

That your memorialists fear that the present abnormal costs of living has come to stay for ever, or it is very likely to continue for very many years to come, and they find themselves utterly helpless and the gravest thing they have to do is to run into debt; but it so happens that they could hardly find any body to help them with loans.

Wherefore your memorialists humbly pray that your Honour may be graciously pleased to recommend to Government to revise their present pay by at least 50 per cent in view of the above facts so that they may be able to keep the wolf out of door.

And your memorialists, as in duty bound, will ever pray.

12th February 1920.

Sd. Officials of the Survey
Head Quarter's Office.

"C O P Y."

Rec'd. 24/2/20.

PRINTED IN U.S.A. MADE IN NEW ZEALAND

OFFICE OF THE REVENUE COMMISSIONER
IN MYSORE.

No. Rev. 2076/Pleas-2 *Bangalore,* 27th March 1920

FROM

D 3572.

1305 9/13

K. Chandy, Esq., B.A.,
Revenue Commissioner in Mysore.

To

LR 314-19-2

The Secretary to the Government of
His Highness the Maharaja of Mysore,
Revenue Department.

SIR,

I have the honour to forward herewith for the orders of Government letter No.H.C.702/19-20 dated 23rd February 1920 from the Deputy Commissioner, Bangalore, forwarding for favourable consideration a memorial from the officials of the Deputy Commissioner's Office, Bangalore, for increase of pay on account of high prices of food stuffs.

I have the honour to be,

S i r,

Your most obedient servant,

K. Chandy

Revenue Commissioner.

This question is being dealt with in the Chief Secretariat. This letter may be transferred to that Secty. Subs for orders.

5/4/20 B.R. 5-4-20

7.4.20

To Chief Secty

MINOR Depts. 8 APR 1920 Encl

The main file is being dealt with in the Chief Secretariat. This may also be sent there for being included in the main file.

Yes

C.B. Brandt.

To

G. Aravamudu Iyengar, Esq., B.A., B.L.,

Deputy Commissioner, Bangalore District,

B a n g a l o r e.

Sir,

We, the Officials of your Office in its several Branches, beg to approach you with the following grievances with the full hope that our sufferings in these hard times will be viewed with sympathy, and necessary help rendered to us.

(1) That the increase in the price of bare necessaries of life which was inevitable under the war conditions, has continued even to the present day and the prices of food - stuffs, especially, have gone up so alarmingly high - higher than the last and the previous years of famine days - that your memorialists are compelled by sheer necessity to represent their present impoverised condition in the earnest hope that the Government may graciously be moved to take steps to better it.

(2) That your memorialists among others form what is known as lower middle class, a class which is reckoned the poorest, because they have still to exist on their old fixed pay, the purchasing power of which has since been reduced by more than a half, so much so, that a family of 4 souls (Husband, wife and 2 children) which maintained itself on about Rs.30/- then, requires now at least Rs.60/-.

(3) That the memorialists have in their struggle for maintenance, patiently undergone several hardships during - the great war with the hope that the dawn of peace would - bring about better prospects. But to their disappointment

and

and misfortune the prospects have become most gloomy threatening to bring about a wholesale ruin of the poor middle class people with small fixed income. Having no independent means to supplement their income, the misery has become all the more keen and desperate, in view of the prevailing rates in house rent and in the price of food - stuffs, cloths etc.

(4) It is becoming almost a common thing to rest content with one meal a day, flinging aside all other - attempts at what ~~be~~ is called luxury, as the use of vegetables, ghee, milk, etc. The clerk, who is thus a silent sufferer, with the pay he gets at present, can hardly maintain himself and his family consisting at least, his wife and say two children. Added to the exhorbitant amount he has to spend for feeding himself and his family, he has to meet the high rent of the house in which he has to shelter, always anxious of the threat of further increase of rent.

(5) While organised labour has been able to force wages up for industrial work to two or three times pre-war wages to meet the increased cost of living and while other classes have through necessity or avarice been able to increase the price of all articles, house rent, etc., the position of your memorialists is getting hopeless as even any attempt for any organised effort on their part to demand higher salaries in proportion to the increased - cost of living would simply meet with summary dismissals and they are also precluded from supplementing their income by employing themselves elsewhere during leisure -- hours. Thus they are still existing on their old incomes barely sufficient for a meal a day.

(6)

(6) That your memorialists worried by sufferings and harassed by creditors, are doing their level best to keep up the appearance necessary for their position as officials of Government and are on the verge of beggary and bankruptcy, not to speak of the fact that their home treasures, if at all they should have any, are being parted away with great reluctance but out of forced necessity. This is the plight in which the Government clerks in general are placed.

(7) That your memorialists, while being highly grateful for the grant of temporary Grain Compensation and Local Allowances, beg ~~to~~ leave to state that such a grant, while being restrictive, has not helped the recipients to any appreciable extent owing to the steady increase of the price of food stuff by leaps and bounds.

(8) That your memorialists fear that the present abnormal cost of living has come to stay for ever, or it is very likely to continue for many years to come, and they find themselves utterly helpless and the gravest thing they have to do is to run into debt; but it so happens that they could hardly find any body to help them with loans.

(9) Wherefore your memorialists humbly pray that you may be pleased to recommend to Government to revise their present pay by at least 50 per cent in view of the above facts so that they may be able to keep the wolf out of door.

(10) And your memorialists, as in duty bound, will ever pray,

We beg to remain,
Your most obedient & humble servant

Bangalore,
17th February '20.

S Srikanta Sastry
Cash Accountant
Ct: Office Bangalore

[illegible] clerk

B Krishna Murthy Rao
Clerk Dy: Commr's office

M. Ramaiah - clerk

M. Seshaiengar

[illegible]

M.A. Srinivasa Iyengar

A. Swamikanta Rao

K. Krishna Rao
L.F. Hd Clerk

Syed Mohamed

S. Abdul [illegible]

D.S. Sripada Rao

M.R. Govinda Rao

V. Hanumantha Rao

B. Ramanatha Rao — Asst Shor [illegible]

D.V. Sreenivasachar
Mol. Hd munshi

[illegible]
Asst Hd Acctt.

Lakshminarasinga Rao
Clerk, Acct Branch

V. VenkataSubba Rao
Clerk Acct Branch

B. Ranganna
clerk Acct. Branch

[illegible]

[illegible]

T. Ramanathiah

U. Rudraiya

[illegible]

[illegible]

D.K. Govindachar

L. Kasinatha Sastry clerk

S. Subramanyam

M. Subbarao

[illegible]

Lakshminaidu

K. Narasimhan

G. Narasimhiah

H. Venkataiah
Record Keeper

[illegible]

A. Rama [illegible]

[illegible]

H. Venkata Ramaiah

K. Gundappa
Clerk

M.K. Rangachar

[illegible]

C. Krishnamurthy

S. Narasinga Rao

[illegible]

[illegible]

D. Venkata Rao

[illegible]

A. Narasimhachar

B. Chakkarai
Chakkarai Raja
M. Ramaswamy Naick
L. Shama Rao.

H.S. Srinivasamurthy.

Ushabai Rao.

[illegible]

[illegible]

Unless an application
for sanction is received by the Govt. before the
issue of permission under the rules, the
present circumstances seem to be special
and deserving of consideration. Submit
the petition to the Govt. Unless there
Rev. Comm.

Sd
21.2.20

G. R. S. VI—G/32]

SUBJECT.....

.....

.....

Diary No. of letter replied to.....

GENERAL AND REVENUE SECRETARIAT,
( )
, *the* *191* .

Date of issue 28/2/20

Signed by Wm C.S.B. Dyer.

Section

File No.

Serial No.

No. Pol. 973

To

The First Assistant Resident in Mysore

Sir,

The Durbar learn from newspapers that the Salaries Committee appointed by the Government of Madras has submitted to that Govt. an ad-interim report, ~~on~~ the ~~strength~~ height of which that Government have sanctioned certain increase of salaries to the subordinate officials.

As the revision of the scales of pay of subordinate officials in Mysore is under consideration, the Durbar ~~feel that it will~~ are anxious to ~~facilitate help in~~ its disposal, ~~if they can~~ have

Encls - 4 with a spare copy

Pol 1353

MYSORE RESIDENT'S OFFICE,

Bangalore, 10th April 1920.

No. 3299

Spo. 1216
E.A.G

E. A. G. Office
10 APR 1920

A copy of the marginally* noted letter, with enclosure, is forwarded, with compliments, to the Chief Secretary to the Government of H. H. the Maharaja of Mysore, with reference to his letter No. Pol. 973, dated the 28th February 1920.

*No. 927-63 dated 23-3-1920 from the Chief Secretary to the Government of Madras, Financial Department.

Enclosures with Spo. 1216

First Assistant Resident.

R. O. 178.—R. P. B.—1-1920.—1,000.

Letter No. 927-C.1., dated the 23rd March 1920, from the Acting Chief Secretary to the Government of Madras, Financial Department, to the Hon'ble the Resident in Mysore.

---:0:---

With reference to your letters No. 1809, dated the 28th February 1920 and No. 2082, dated 9th March 1920, I am to enclose a copy of the ad interim report of the Salaries Committee and G.O. 146 Financia dated 18th February 1920 passing orders thereon. A copy of G.O.16 ~~xxxx~~ Financial, dated 7th January 1919 referred to in para 1 of the above G.O. is also enclosed.

2. Copies of the final report of the Committee and the orders that may be passed thereon by this Government will be sent to you in due course.

---:0:---

"C O P Y"

REGISTRAR, RESIDENT'S OFFICE.

BJ

GOVERNMENT OF MADRAS.

FINANCIAL DEPARTMENT.

G.O. No. 16, 7th January 1919.

War allowances.

Sanctioning the grant of a revised scale of - with effect from 1st January 1919 for subordinates in the Madras Presidency.

Read - the following papers:-

I

G.O. No. 263, Financial, dated 27th March 1918.

Abstract.- Sanctioning the grant of war allowance to inferior servants employed in the City of Madras.

II

G.O. No.535, Financial, dated 26th June 1918.

Abstract.- Sanctioning the grant of war allowance to all Government servants in the Presidency on a salary of Rs.50 per mensem and under, except village and police officers.

III

G.O. No.811, ~~Xmas~~ Financial, dated ~~16th December~~ 4th October 1918.

Abstract.- Sanctioning the grant of a further war allowance to subordinates on Rs.20 and under.

IV

G.O. No.1005, Financial, dated 16th December 1918.

Abstract.- Sanctioning the grant of compensation for dearness of food to all whole-time servants of Government on civil establishments whose pay does not exceed Rs.30 per mensem and to State prisoners up to the end of December 1918 in all the districts of the Presidency.

Order - No.16, Financial, dated 7th January 1919.

Subject to the approval of the Government of India and in supersession of the orders in the marginally-noted proceedings, the Government sanction the grant of the following revised scale of local allowances to meet the existing high prices of food and other necessaries from the 1st January 1919 to all subordinates, except village officers specified below under the control of the Government of Madras:-

G.O.	263,	Financial,	27th March 1918.
"	535,	"	26th June "
"	811,	"	4th October "

Class

Classes of Government servants.	Rate of allowances per mensem.
(i) Subordinates in inferior service (including menials paid from contingencies, police talayaris and members of the Works Establishment of the Public Works Department who have been admitted to the existing war allowances).	Rs.4 per mensem when the salary is Rs.9 or under; Rs.5 per mensem when the salary exceeds Rs.9 but not Rs.16, ~~but not Rs.50~~ Rs.6 when the salary exceeds Rs.16 but not Rs.50.
(ii) Members of the Executive Police Staff.	Rs.3-8-0 when the salary exceeds Rs.9 but not Rs.16; Rs.3 when the salary exceeds Rs.16 but not Rs.30; Rs.6 when the salary exceeds Rs.30 but not Rs. 50.
(iii) Subordinates in superior service on salaries of Rs.50 and under, other than those included under items (i) and (ii).	Rs.6.
(iv) Subordinates of the above classes drawing a salary exceeding Rs.50, but not exceeding Rs.56.	Such sum as is necessary in each case to bring the total emoluments up to Rs.56.

2. The grain compensation allowance now drawn by Government servants will be discontinued, with effect from the 1st January 1919. In the case of subordinates, otherthan the executive police staff, who are not eligible for Grain Compensation Allowance the local allowances hereby sanctioned will be reduced as follows:-

	Amount of reduction to be made in the local allowance now sanctioned.
	Rs. A. P.
Subordinates on Rs.16 and under	1 8 0 per mensem.
Subordinates on more than Rs.16 but not more than Rs.30	3 0 0 "

3. Heads of departments may submit, for the orders of Government, any individual case of inequality or of hardship that may result from the operation of the orders in paragraph 2 above.

4. The Accountant-General is requested to admit the expenditure on account of the grant of the allowance sanctioned in paragraph 1 above and to report to Government later on the additional allotments required under the various heads.

C. G. Todhunter,
Acting Chief Secretary.

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BJ 2.3.

G O V E R N M E N T O F M A D R A S.

FINANCIAL DEPARTMENT.

G.O. No. 146, 18th February 1920.

Allowances.

Enhanced rate - war - lowest paid Government subordinates - sanctioned.

Read - the following papers:-

I

G.O. No.16, Financial, dated 7th January 1919.

Abstract.- Sanctioning the grant of a revised scale of war allowances with effect from 1st January 1919 for subordinates in the Madras Presidency.

G.O. No. 766, Financial, dated 24th October 1919.

Abstract.- Directing the appointment of a 'Salaries Committee' to examine generally the adequacy or otherwise of the rates of pay of Government subordinate and menial establishments in the various departments of Government and detailing the specific points on which the Committee should make recommendations.

II

Letter - from the President, Salaries Committee.
To - the Chief Secretary to Government, Financial Department.
Dated - the 24th January 1920.
No. - 117.

Order - No. 146, Financial, dated 18th February 1920.

In advance of its general report the Salaries Committee has made interim recommendations with regard to the lowest paid classes of Government servants. Subject to the approval of the Government of India and in partial modification of G.O. No.16, Financial, dated 7th January 1919, the Government direct that in accordance with these recommendations, with effect from the 1st February 1920 and until further orders, the monthly rates of local allowances now granted to the lowest paid subordinates in this Presidency shall be enhanced so as to bring their total remuneration to the minima indicated in the table below:-

	Scale of minimum remuneration including war allowances.	
	Presidency Town.	Mufassal.
	Rs.	Rs.
Clerks and the subordinates mentioned in Annexure A.	35	30
Subordinates mentioned in Annexure B.	25	22
Peons and subordinates mentioned in Annexure C.	15	12

2. Those who now draw with their war allowances more than the minima fixed above will continue to draw what they are now receiving.

3. These orders will not apply to menials paid from contingencie who should be paid by heads of offices a t the market rate.

4. The question of the remuneration of village and copyists establishments and teachers, is under separate consideration. All other subordinates who do not come within the scope of this order will continue to draw the war allowances admissible to them under G.O. No. 4 Financial, dated 7th January 1919.

5. The heads of departments are requested to meet the extra expenditure in the current year on this account by reappropriation and if this is not found possible, to apply at a very early date for the necessary additional allotments.

(True extract).

R. A. Graham,
Acting Chief Secretary.

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ANNEXURE A.

T y p i s t s.

Tracers (Public Works Department)
Preventive Officers (Customs)
Storekeepers.
Sanitary Inspector (Agricultural Department).
Revenue Inspectors (Land Records Department).
Sample-takers (King Institute Guindy).
Assistant Inspector (Piscicultural Section)
Overseers (Agricultural & Fisheries Departments and King Institute, Guindy).
Quarry Superintendent (Store establishment, Public Works Department).
Archaeological Superintendent (Public Works Department).
Bazirs.

ANNEXURE B.

Shroffs.
Draughtsmen & Computors.
Artists (Medical & Agricultural Departments).
Photographers (Archaeological Department).
Plate correctors (Survey and Settlement).
Bailiffs and Amins.
Compounders.
Matrons and nurses.
Midwives.
Female dressers (Hospitals).
Stewards (Medical).
Theatre Assistant (Medical).
Jailors.
Foresters.
Vaccinators.
Head Constables.
Assistants to Chemical assistants (King Institute, Guindy).
Laboratory Supervisors and attendants
Keepers of the Marine Aquarium.
Mechanics.
Deputy surveyors and field surveyors.
Classifiers.
Plant collectors and setters (Agricultural Department).
Kanakkapillais.
Gymnastic instructors.
Harkarahs.

ANNEXURE C.

Blue printmen (Public Works Department).

Printers and Lithographers (Survey Department).

Counters (Stamp Department).

Tidewaiters.

Jail warders.

Keepers, Lunatic Asylum.

Forest guards.

Laccadive gumastas.

Constables.

Naiks (Police).

Maistris.

Boat establishments.

Water Regulation Superintendents (Public Works Department).

Attenders.

Muchis.

Ward attendants.

Jamadars and Daffadars (Salt, Customs and Excise).

Collas.

Weighmen.

Buglers.

---:0:---

The Committee recommends that, in advance of any action Government may take on its report as a whole, the total remuneration of clerks and copyists drawing less than Rs.30 per mensem be raised to Rs.30 per mense in the mufassal and Rs.35 per mensem in Madras, that the total remuneration of peons and other menials falling under this category be raised to Rs.12 per mensem in the mufassal and Rs.15 per mensem in Madras and that the remuneration of village menials in ryotwari tracts be raised to Rs.6 per mensem everywhere. To meet Financial Rules this action might perhaps be taken by the grant of enhanced War allowances.

---:0:---

"C O P Y"

REGISTRAR, RESIDENT'S OFFICE.

BJ

Government of Madras

FINANCIAL DEPARTMENT

G.O. No. 146, 18th February 1920

Allowances

Enhanced rate—war—lowest paid Government subordinates—sanctioned.

Order—No. 146, Financial, dated 18th February 1920.

In advance of its general report the Salaries Committee has made interim recommendations with regard to the lowest paid classes of Government servants. Subject to the approval of the Government of India and in partial modification of G.O. No. 16, Financial, dated 7th January 1919, the Government direct that in accordance with these recommendations, with effect from the 1st February 1920 and until further orders, the monthly rates of local allowances now granted to the lowest paid subordinates in this Presidency shall be enhanced so as to bring their total remuneration to the minima indicated in the table below :—

	Scale of minimum remuneration including war allowances.	
	Presidency town.	Mufassal.
	RS.	RS.
Clerks and the subordinates mentioned in Annexure A ..	35	30
Subordinates mentioned in Annexure B	25	22
Peons and the subordinates mentioned in Annexure C ..	15	12

2. Those who now draw with their war allowances more than the minima fixed above will continue to draw what they are now receiving.

3. These orders will not apply to menials paid from contingencies who should be paid by heads of offices at the market rate.

4. The question of the remuneration of village and copyists establishments and teachers, is under separate consideration. All other subordinates who do not come within the scope of this order will continue to draw the war allowances admissible to them under G.O. No. 16, Financial, dated 7th January 1919.

5. The heads of departments are requested to meet the extra expenditure in the current year on this account by reappropriation and if this is not found possible, to apply at a very early date for the necessary additional allotments.

(True extract)

R. A. GRAHAM,
Acting Chief Secretary.

Editors' Table.

Annexure.

ANNEXURE A.

Typists.
Tracers (Public Works Department).
Preventive Officers (Customs).
Storekeepers.
Sanitary Inspector (Agricultural Department).
Revenue Inspectors (Land Records Department).
Sample-takers (King Institute, Guindy).
Assistant Inspector (Piscicultural Section).
Overseers (Agricultural and Fisheries Departments and King Institute, Guindy).
Quarry Superintendent (Store establishment, Public Works Department).
Archæological Superintendent (Public Works Department).
Nazirs.

ANNEXURE B.

Shroffs.
Draughtsmen and Computors.
Artists (Medical and Agricultural Departments).
Photographers (Archæological Department).
Plate correctors (Survey and Settlement)
Bailiffs and Amins.
Compounders.
Matrons and nurses.
Midwives.
Female dressers (Hospitals).
Stewards (Medical).
Theatre Assistant (Medical .
Jailors
Foresters.
Vaccinators.
Head Constables.
Assistants to Chemical assistants (King Institute, Guindy).
Laboratory Supervisors and attendants.
Keepers of the Marine Aquarium.
Mechanics
Deputy surveyors and field surveyors.
Classifiers.
Plant collectors and setters (Agricultural Department).
Karnakkapillais.
Gymnastic instructors.
Harkarahs.

ANNEXURE C.

Blue printmen (Public Works Department).
Printers and Lithographers (Survey Department).
Counters (Stamp Department).
Tidewaiters.
Jail warders.
Keepers, Lunatic Asylum
Forest guards.
Laccadive gumastas.
Constables.
Naiks (Police).
Maistris.
Boat establishments.
Water Regulation Superintendents (Public Works Department).
Attenders.
Muchis.
Ward attendants.
Jamadars and Daffadars (Salt, Customs and Excise).
Gollas.
Weighmen.
Buglers.

NEW INDIA SATURDAY 7TH FEBRUARY 1920.

-:0:-

Extract.

Madras Secretariat Staff.

The memorialist requests that the hardship caused by the increased cost of living may be recognised in his case also andthat the scale of pay shown below may be sanctioned for Secretariat clerks (upper division) and Superintendents.

Clerks 80-10-200
Supts. 250-25-450

The principle of incremental salary has been generally applied to the higher staff of various departments and its applications to the ministerial establishments will be gratefully appreciated. It will be considered that in departments like the Secretariat where the chances of men in the higher grades going out or few and far beyeen there is a distict necessaity for an adoption of an incremental scale. Similar scales obtained in some of the provincial Secretariats. Such a scale s also peculiarly appropriate to the conditions of the work in the Sectt. where all clerks have more or less the same kind work to do and all Supdt. alike have the same work and responsibility. An incremental scale has the further merit that it effects a considerable saving in the shape of acting allowances and ensures economy of time and similicity of work in audit offices. As regards the scale suggested by the memorialist he believes the minimum proposed by him for a clerk is a quite a modest one looking to the fact that the present rate viz Rs 60 has proved to be quite unattractive to the class of young men from whom the Sectt staff has hitherto been recruited. this is borne out by the large number of resignations tendered in recent year by new entrants within a short time of their appointment not is this [illegible] surprising when other departments such as the Salt Education departments hold out to them brighter prospects and a more attractive initial salary.

Extract taken from a News Paper New India,

dated 12th February 1920.

NON-GAZETTED OFFICERS.

A Representation.

Mr. A. Hameed Hasan, B.A., L.L.B., (Alig) President, Non-Gazetted Government Officers' Association, Madras, has submitted a representation to the Secretary, Salaries Committee, Madras. The following are extracts:-

The Committee of the Association is strongly of opinion that -- before any conclusions are arrived at by the Salaries Committee, a full enquiry into the existing difficulties and hardships should -- be made by them by an examination of the Members of the Non-Gazetted services in the various offices.

The Committee of the Association begs to suggest the following - three measures as calculated to give relief which is very necessary and urgent and requests that the Salaries Committee will be pleased to consider them in a sympathetic and broad minded manner and make - their recommendations to Government in the most liberal spirit :-

(1) (a) A time scale of pay to be introduced in all Offices.
(b) The initial pay of an Officer of Non-Gazetted services - in every Government Office in Madras City to be fixed at Rs.60/- per mensem.
(c) The maximum pay in the time-scale to be such as to enable every Non-Gazetted Officer to retire on a pension of not less than - Rs.100 per mensem after completing 25 years of service,

(2) A house-rent allowance of not less than 20 per cent of salary to be granted; and

(3) A Presidency allowance of not less than 10 per cent of salary to be granted.

The present initial pay of in several offices is Rs.25 or below - which was fixed decades ago. If this was considered a living wage -- then, the present abnormal prices are alone sufficient to justify -- an increase of pay. The price of every commodity has more than ---- doubled and it will not be out of place to say that everything is --- going up except the pay. The initial pay now suggested namely - Rs.60/- cannot therefore be regarded as anything but modest.

The introduction of a time-scale of pay is suggested for obvious - reasons. Under the present system of having a certain number of appointments in several stages each carrying a fixed pay, the prospects of a Government servant depend, not upon his services, but on --- vacancies in higher stages (i.e.,) he has to take his chance. Promotion is practically stagnant in several offices and a vast majority of clerks in most offices, even after fifteen years service are -- still drawing a salary of between Rs.50/- and 75/- and it is doubtful whether any fair promotion of them will under the existing conditions of service be in receipt of more pay even at the time of retirement. Transfer from the clerical branch to the Executive is not frequent and in some departments rare, if ever. A more miserable situation can hardly be conceived than that of [illegible] system of

of pay each man can definitely look forward to an increase after every periodical interval. In order that a member of Non-Gazetted service can retire on a pension of not less than Rs.100/- per mensem after a twenty five years of service, he should begin to draw Rs.200 as soon as he ~~completed~~ completes 22 years service. There are various methods of achieving this object and the following scale of pay, which appears to be the simplest, is suggested for the consideration of the Salaries Committee.

Rs.60-5-140-10-200.

As regards the subordinate controlling staff of the grades of Superintendents, Head Clerks or Managers, to be recruited from the lower ranks a time-scale of pay Rs.250-40-450 may be fixed.

House-rent Allowance. - It is a matter of common knowledge that house rent in Madras City has risen, owing to several causes, by leaps and bounds and accommodation is now very dear. The House-rent allowance of not less than 20 per cent of pay is absolutely necessary.

Presidency Allowance. - To compensate for the abnormal cost of living in a Presidency Town as compared to Muffasal, to quote only a few such items (e.g.,) Medical and Conveyance charges, the Non-Gazetted Officers in Madras City should be granted a Presidency allowance of not less than 10 per cent of pay.

The Committee of the Association considers that full benefit of the above proposals should be given to existing incumbents with retrospective effect, at least from 1st April 1919 and request that pending final decision on the proposals, immediate relief may be given by the grant of a special allowance at not less than the following rates:-

For Rs.50 and below - 50 per cent of pay subject to a minimum of Rs.15 per mensem.

For above Rs.50 and up to Rs.100 30 per cent, subject to a minimum of Rs.25 per mensem.

For above Rs.100 20 per cent subject to a minimum of Rs.30 per mensem.

The Committee of the Association begs to conclude this letter in the earnest hope that the above proposals will receive due and careful consideration at the hands of the Salaries Committee and be strongly recommended for the sanction of Government.

Copies of this letter are also been forwarded to

(1) The Private Secretary to His Excellency the Governor of Madras, for being placed before His Excellency, and

(2) The Chief Secretary to Government.

The officials represent that, pending final orders regarding the general increase of pay, which is required in view of the general rise of prices of food stuffs and other bare necessities of life, allowances at the following rates may be sanctioned immediately for three months in the first instance, so as to give them immediate relief which is so urgently required:--

For Rs.50 and below	-	50 per cent of pay subject to a minimum of Rs.15 per mensem.
For above Rs.50 and up to Rs.100	-	30 per cent, subject to a minimum of Rs.25 per mensem.
For above Rs.100	-	20 per cent, subject to a minimum of Rs.30 per mensem.

- - - -

~~D 3128~~ 3128

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Cutting from "Justice" dated 19th March 1920.

The following press communique is issued by the Punjab Government:—In a press communique of the 14th January 1920, the grant with effect from 1st October 1919 of a temporary allowance to all non gazetted Government servants in the Punjab, whose salary did not exceed Rs. 75 per mensem, was announced on the recommendation of this Government. The Government of India have also been pleased to sanction the grant with effect from the same date of a 20 per cent increase of pay and and acting allowance to all non-gazetted Government servants in the province whose salary exceeds Rs. 75 per mensem. This increase is purely temporary without prejudice to the permanent revision of salary which is now under consideration. It may however be reduced at the discretion of the Government in the case of those establishments the pay of which has recently been revised with reference to present prices.

Submitted for ~~[illegible]~~

20/3

21/3

Please place on the alleys

20/3

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

G.R.S. III—3]

D 3481

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

HYDERABAD (Dn.)

Increase of Salaries.

13th Apr.—A few months back the Non-gazetted Officers submitted a memorial to the President of the Executive Council praying for an increase in their salaries owing to the rise in prices and increased cost of living. On the 12th instant H. E. H. the Nizam's Government has been pleased to sanction the increase according to the following scale :—

For full-time Government servants this increase will take effect from the 5th instant:

Salaries Rs.	Increased percentage at the Head-quarters.
1—10	... 50 per cent.
10—30	... 33⅓ "
30—50	... 25 "
50—100	... 20 "
100—150	... 15 "

In the moffussil a slight variation is made which is as follows :—

Salaries Rs.	Sanctioned increase
15—30	... 25 per cent.
30—50	... 20 "
50—100	... 15 "

The above cutting from the Madras Times of 15th April 192 is sent for perusal.

16/4

16/4

Please place this in the allegn.

16/4/20

16/4

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Extract from "Times of India" dated 26th June 1920.

INDIAN CLERKS' PAY.

A GENERAL INCREASE.

The Government of India have sanctioned the proposals of the Bombay Government for the revision of the pay of the clerical establishments in all departments in the Mofussil. Revision will be made on the following lines :-

(1) It has been decided that an increase of 75 per cent over Pre-War rates of pay is admissible in the lowest paid grades and 20 per cent in the higher.

(2) It must be understood that these increases now to be granted are provisional and liable to revision if and when the cost of living materially decreases.

(3) Time-scales of pay will be introduced.

(4) Subject to modifications to suit special circumstances the following scale will be adopted :-

Upper Division Rs.		Lower Division. Rs.
220-10-300 Selection grade		
150- 5-200 efficiency bar.		
105-5-140 efficiency bar.	85-5/2-100 efficiency bar. 30-5/2-80.	115-5/2-150 Selection grade.

(5) The number of posts of each grade for each office will be fixed by the addition of certain percentages to the amount of pre-war pay of each office and the total amount will form the permissible cost within which posts on the various new grades may be allotted in that office.

(6) Subject to special circumstances, clerks at present in service will start in the new time-scales as shown below:-

Pre-war pay of the post.	Pay to be drawn under revision proposals.
Rs.	Rs.
20	35
25	45
30	50
35	60
40	70
45	75
50	85
55	95
60	100
65	105
70	115
75	125
80	130
85	135
90	140
95	145
100	150
110	165
120	170
130	175
140	180
150	185
160	200
170	210
180	225
190	235
200	240

This is of course subject to the proviso that where the increase shown above would bring a clerk into a grade above that for which provision can be made within the permissible cost of the office, he will ~~receive~~ receive only the maximum of his grade until promoted into a vacant post in a higher grade.

(7) Certain advance increments will be given to clerks who have been several years in their present posts.

(8) The starting pay of new ~~recruit~~ recruits who have passed the University School Final will be Rs.40 and of Graduates Rs.70.

(9) The increases shown above in paragraph 6 are on the pre-war pay of posts. It must be clearly understood that posts which have been created on improved pay, ~~are~~ or of which the pay has been revised, either ~~before~~ shortly before, during or since the war, will not be entitled to the full amount of these increases, but will receive increases based on consideration

of their special circumstances.

(10) Effect will be given to this revision from 1st April 1920, that is on March 1920, pay.

(11) On the introduction of the revised rates all war and temporary allowances will cease.

(12) Detailed instructions for submission of proposals on these lines will be issued to the Heads of offices and other orders will issue later regarding establishments in Bombay and non-ministerial and other establishments in the mofussil.

D No 1118 E & A.G
22.3.1920

The New India
19-3-1920

Allowances for Subordinates

Panjab Government's Note

LAHORE, MAR. 18.—The following Press Communique is issued by the Panjab Government: In a Press Communique of the 14th January, 1920, the grant with effect from 1st October, 1919, of a temporary allowance to all non-gazetted Government servants in the Panjab, whose salary did not exceed Rs. 75 per mensem, was announced on the recommendation of this Government. The Government of India have also been pleased to sanction the grant with effect from the same date of a 20 per cent. increase of pay and acting allowance to all non-gazetted Government servants in the province whose salary exceeds Rs. 75 per mensem. This increase is purely temporary without prejudice to the permanent revision of salary which is now under consideration. It may, however, be reduced at the discretion of the Government in the case of those establishments, the pay of which has recently been revised with reference to present prices.—(A.P.I.)

Sahd. for perusal
20/3

20-3-20

Seen
20/3 Keep in Bundle

The Madras Times
15-4-20

HYDERABAD (Dn.)

Increase of Salaries.

13th Apr.—A few months back the Non-gazetted Officers submitted a memorial to the President of the Executive Council praying for an increase in their salaries, owing to the rise in prices and increased cost of living. On the 12th instant H. E. H. the Nizam's Government has been pleased to sanction the increase according to the following scale :—

For full-time Government servants this increase will take effect from the 5th instant:

Salaries Rs.	Increased percentage at the Head-quarters.
1—10	... 50 per cent.
10—30	... 33⅓ ,,
30—50	... 25 ,,
50—100	... 20 ,,
100—150	... 15 ,,

In the moffussil a slight variation is made which is as follows :—

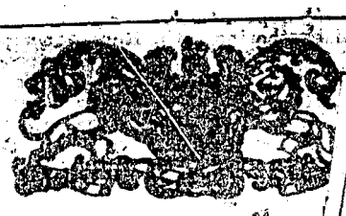
Salaries Rs.	Sanctioned increase
15—30	... 25 per cent.
30—50	... 20 ,,
50—100	... 15 ,,

It is rumoured that henceforth income-tax will be levied, a novel feature necessitated by the existing conditions. Probably it will be levied on all incomes above 2,000 per annum. It is, however, likely that unless alterations are made in the customs duties the merchants may raise the prices of commodities to meet this fresh demand.

The New India
14.4.20

PENDING the report of the Salaries Commission, H. E. H. the Nizam's Government have accorded sanction to interim increases in the salaries of their employees amounting to 19 lakhs in which all salary holders up to Rs. 150 per mensem participate. Increases are given according to a sliding scale from 50 to 15 per cent.

Subd. for perusal
16-4-20
10/4 Chief Sec



THE HIND

MONDAY, APRIL 5,

SALARIES IN CE

THE REPORT OF TH
Committee of the Ceylon
Council, appointed earl
to enquire into the in
of living in the Island.
Government employe
sioners, has, with m
the committee, come
close of the month
promptness, in refre
to our own Salaries
view of the labo
Colombo and the a
the poorer classes
wisely gave sepa
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questions affectin
poorer classes, an
committee to inc
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method of percentages, when applied to dissimilar classes of officers,
be expected to yield fruitful
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the
Chief Justice Mr. Justice
and the Members of the Pudjne High Court
appointing Mr. Justice Schedi Lal as
the Government on its retrenchment
were passed. Several other resolutions
Rs. 10,000 promised Lala Kashirum of
to fifteen thousand; Lala Hairkishen
Lal increased Rs. 11,000 Lala Dewan Chand of Amritsar
contributed Rs. 15,000 Lala Jullianwalla
tions. Lala Diwan Chand of Amritsar
sport including proposes was collected on the
Rs. 4,500 promised Lala Kashirum of
thousand rupees. In moving the resolutions
response to the appeal. There was ready
Bauji Memorial Fund a collection of
appeal calling upon the Punjab public to
contribute liberally to the Jullianwalla Bauji
tution Lala Dujpat Rai made a stirring
Gandhi for the observance of national
week from the 6th to the 13th April
urging the Punjab to the 16th April
ropus measures to make the collection of
subscriptions to make the collection of
fund a success. In moving the Bauji
Lala Dujpat Rai then moved a reso-
lution endorsing the appeal made by Mr.
unanimously. The resolution was seconded and supported
by several other ladies and carried
large number of women on it to vote. The
resolution was seconded and supported
a suitable basis as there is a sufficiently
steps be taken to give the vote to the women of
this province and recommends that
should not be extended to the women of
ion that there is no reason why franchise
was sent to the Secretary of State:—The
were also passed and the following cable
the remaining pending for mercy upon
resolution praying for province.
reforms in the carrying out
be associated with the Punjab
high handed acts of Sir Michael
O'Dwyer, directly and
administration of martial law and other
connected with the instruction
desirable that officers who were
the constitutional reforms it is highly
the smooth and successful working of
emphatic opinion that in order to ensure
ference or dismissed. That this con-
secuted by civil commission be
the non-official members of the Punjab
force against whom specific allegations
have been made by witnesses before
(B) the members of the Punjab
(C) Lord Chelmsford and
Sir Michael O'Dwyer be impeached
perpetrated for various offences they have
tried for murder and other
prosecuted for murder, (C) General Dyer
of martial law; (C) General
have actually participated in the abuse
the Imperial and Provincial services who
for dismissal be added the words
(B) to the list of persons
concerned with overt acts of rebellion
to offences which were not directly
be exercised by martial law as well as
legitimate declaration
sufficient the
existing offences committed before the
adequate application of the Press
straints in Amritsar appeal by the
Council in those declared valid by
like for the executive to pass ordinances
sible in the laws as will make it
made and such other changes be
diately declaration of rights (A)
statutory be rushed unless
Punjab cannot done to the people of
grave wrong made by the report, this
full disclosures is very strongly
opinion that having regard to the Punjab's
this Conference conducted by the
disturbances conducted into the
the non-official enquiry recommended with
conclusions and agreement with

Salaries and allowances.
Temporary and provisional allowances to Government servants and menials in lieu of the present war allowances.

GOVERNMENT OF BOMBAY.

Financial Department.

Resolution No. 210,

Bombay Castle, 16th March 1920..

Resolution of Government.

Pending revision of pay His Excellency the Governor in Council is pleased with the approval of the Government of India to sanction the grant with effect from 1st January 1920, (i.e. on pay of January 1920) of temporary allowances to Government servants and menials on the scales appended to this Resolution in lieu of the present war allowances.

2. The allowances should be paid on the same principles on which the present war allowances are granted. At each point in the scale where the percentage diminishes, the total pay plus reduced percentage allowances should not be less than the maximum pay plus higher percentage allowed by the inferior scale.

3. The allowances should be paid to all provincial establishments and to the following establishments under the administrative control of this Government, viz, Salt, Customs, Ecclesiastical (Church and Cemetery) establishments and Public Works establishment chargeable to the head 35, Protective Works which are wholly Imperial and Stamps, Income Tax and Public Works establishments chargeable to the heads 42 and 43 Major and Minor works respectively, which are under divided heads. The allowances should be described not as war allowances but as temporary and provisional allowances.

Sd/- H. F. Knight.

Under Secretary to Government.

Accompaniment to Government Resolution, Financial Department No. 210, dated 16th March 1920.

4-1

****

Scale showing the Temporary and Provisional allowances referred to in 1920
Government Resolution, Financial Department, No. 210, dated 16th March 1920

A- Bombay and Karachi.

(a) For those who get war allowances on the higher scale (i.e. receivers of local allowances:-

(1)	70 percent	on salaries	up to Rs. 50	per mensem.
(2)	55 percent	on salaries	above Rs. 50 and up to Rs. 60	per mensem.
(3)	50 percent	"	above Rs. 60 and up to Rs. 70	
(4)	35 percent	"	" Rs. 70 and up to Rs. 90	
(5)	25 percent	"	" Rs. 90 and up to Rs. 100	
(6)	20 percent	"	" Rs.100 and up to Rs. 110	
(7)	17½ percent	"	" Rs.110 and up to Rs. 150	

(b) For those who get war allowances on the lower scale (i.e. on recental revised pay)-

(1)	40 percent	on salaries	up to Rs. 60	per mensem.
(2)	30 percent	on salaries	above Rs. 60 and up to Rs. 70	per mensem.
(3)	25 percent	"	above Rs. 70 and up to Rs. 80	
(4)	15 percent	"	" Rs. 80 and up to Rs.100	
(5)	10 percent	"	" Rs.100 and up to Rs.110	
(6)	7½ percent	"	" Rs.110 and up to Rs.150	

B- Mofussil.

(a) For all excluding Bombay, Karachi, Kurla, Thana & Salsette (including Bandra)-

(i)	50 percent	on salaries	up to Rs. 30	per mensem.				
(ii)	40 percent	on salaries	above Rs. 30	and up to	Rs. 50	per	mensem	
(iii)	35 percent	"	" Rs. 50	"	" Rs. 70	"	"	
(iv)	20 percent	"	" Rs. 70	"	" Rs. 80	"	"	
(v)	10 percent	"	" Rs. 80	"	" Rs.100	"	"	
(vi)	7½ percent	"	" Rs.100	"	" Rs.150	"	"	

(b) For Kurla, Thana & Salsette (including Bandra)-

In addition to local allowance which should remain untouched.

(i)	40 percent	on salaries	up to Rs. 60	per mensem.				
(ii)	35 percent	on salaries	above Rs. 60	and up to	Rs. 70	per	mensem	
(iii)	20 percent	on salaries	above Rs. 70	"	" Rs. 80	"	"	
(iv)	10 percent	"	" Rs. 80	"	" Rs.100	"	"	
(v)	7½ percent	"	" Rs.100	"	" Rs. 150	"	"	

C - peons, etc.

At present in Bombay and Karachi these get Rs. 4 war allowance and Rs. 4 house rent and in the mofussil Rs. 4 without house rent. Temporary and provincial allowances of Rs. 6 per mensem in all cases are sanctioned in lieu of the present war allowances keeping house rent as at present.

Revised Salaries and allowances Sanctioned in different provinces and native States in British India.

For full time Govt. Servants — Hyderabad (Deccan)

With effect from 5.4.20

Salaries Rs	Increased percentage at Head Quarters
1–10	50 per cent
10–30	33⅓ "
30–50	25 "
50–100	20 "
100–150	15 "
	Moffussil
15–30	25 "
30–50	20 "
50–100	15 "

Punjab Govt.

A temporary allce of to all non-gazetted Govt. Servants whose Salary did not exceed Rs 75 p.m. With effect from 1.10.19.

20% increase of pay & ag allce to all non-Gazetted Servants whose Salary exceeds Rs 75 p.m.

With effect from 1.10.19

Increase purely temp. without prejudice to permanent revn under consideration. may be reduced at the

Madras

With effect from 1. 2. 1920 & until further orders

All full time Govt. servants on regular establt whose pay is debited against General revenues & including war allce is less than Rs 20 shall receive an allce equal to 50% of their pay

These rates Rs 20 & 100. Above revenue [illegible] Rs 10

& [illegible] their emoluments up to Rs 110.

No [illegible]

[illegible]

[illegible]

Scale of minimum remuneration including war allowance.	Presidency Town	Mofussil
Clerks and the Subordinates mentioned in Annexure A.	35	30
Subordinates mentioned in Annexure B	25	22
Peons & Subordinates mentioned in Annexure C	15	12

Bengal.

Memo. 5615 J.

Notification 31/5/20

Time scale pay for the Government of India Secretariat Clerical Establishments.

No. 1062.

GOVERNMENT OF INDIA.

H O M E D E P A R T M E N T .

Establishments.

Simla, the 27th May 1920.

RESOLUTION.

In July and August 1918, memorials were submitted by the Assistants and Clerks in the Government of India Secretariats praying for the grant of a war allowance on account of the abnormal rise in prices resulting from the war, with suitable retrospective effect. While these memorials were under consideration further memorials were received in May 1919, praying for a permanent enhancement of the scales of pay in the Government of India Secretariat. In September 1919, the Government of India appointed a Committee consisting of the Hon'ble Mr. W. M. Hailey, C.S.I., C.I.E., as President, Mr. T. G. B. Waugh, Registrar, Foreign and Political Department of Commerce and Industry, as Members, to consider the whole question.

2. After the examination of witnesses and the collection of other evidence, the Committee submitted a report, which was carefully considered by the Government of India. As a result, it has been decided, with the approval of the Secretary of State, to introduce the following rates of pay, in supersession of those now in force in respect of the permanent regular staff of the several Departments of the Imperial Secretariat:-

Registrars.	Rs. 900-50-1,000
Superintendents	Rs. 600-40- 800

First Division.

Probationers, officiating & temporary Assistants Lower time-scale	175 200-15-365-efficiency Bar-380-15-500
Upper time-scale for selected men (15 per cent of the permanent staff.)	375-25-500

Note.- Assistants may be promoted to the Upper time-scale before they reach the efficiency bar. Assistants promoted to this scale after passing the efficiency bar will draw pay in accordance with Article 157 (b), Civil Service Regulations.

	Rs.
Probationers, officiating and temporary clerks.	80
Ordinary grade	100-8-156- efficiency bar-164-8-300
Special grade (10 per cent of the permanentstaff	300-25-350
Stenographers	175-9-400

The above rates are subject to the following reservations:-

(i) The period of probation in the case of men appointed direct either to the First Division or Second Division is ordinarily one year, but no such probationary period is ordinarily required for men promoted from the Second to the First Division. The regular minima of the Divisions will, however, be drawn only on confirmation.

(ii) The minimum pay of girl clerks will be Rs. 100 during probation and Rs. 120 on confirmation. Their first increment after confirmation will be Rs. 4. Thereafter increments will be Rs. 8 as in the case of the Second Division clerks.

(iii) Cashiers, who will continue to rank in the Second Division, will be granted a duty allowance of Rs. 50 each per mensem, in addition to their pay, subject to the maximum of Rs. 350.

(iv) Stenographers attached to Members of Council and to Secretaries (including the President, Members and Secretary of the Railway Board) will draw a duty allowance of Rs. 50 a month each. This allowance will not, however, be admissible to Council Reporters temporarily attached to Departments or to Stenographers already receiving allowances for doing the duties of Personal Assistant to a Member of Council.

(v) Promotion to the upper time scale of the First Division will be strictly by the selection of Assistants who are considered fit for a Superintendentship. Promotion to the special grade of the Second Division will be confined to those Clerks who have spent two years on the maximum of the ordinary grade, and have shown special merit and capacity. On promotion, they will start on a pay of Rs. 325.

(vi) No increment will be given as a matter of right, the Secretary in each Department having full power to stop increments in cases of inefficiency or misconduct.

3. The rates of pay and allowances mentioned in paragraph 2 above are to have effect from the 1st December 1919.

4. In introducing the new system, the following principles are to

be observed:-

(i) All permanent service as Registrar is to be counted towards increments in the Registrar's grade.

(ii) All permanent service as Superintendent is to be counted towards increments in the Superintendent's grade.

(iii) Subject to the operation of the efficiency bar and to selection for the Upper or Lower time-scale, all continuous service in the First Division is to be counted towards increments in the scale of Rs. 200-500. In the case of Assistants allocated to the First Division on its formation in 1909 (in the case of the Legislative Department, in 1918) service for increments on the above scale will be taken to count from the date from which the Secretary of the Department to which the Assistant belongs declares that Assistant to have been employed mainly in the class of work at present allotted to the First Division, provided that the Assistant on the date in question must have been drawing not less than Rs. 80 per mensem substantively in the Imperial Secretariat.

(iv) Subject to the operation of the efficiency bar, all continuous service in the Second Division is to be counted towards increments on the scale of Rs. 100-300.

(v) All continuous service as Stenographer is to be counted towards increments in the scale of Rs. 175-400.

(vi) As an exception to rules (iii) and (v), broken periods of service as Assistant, Clerk or Stenographer may also, at the discretion of the Secretary of the Department, be taken into account, provided the service rendered was consistently satisfactory. Continuous service includes officiating, substantive pro tempore, provisional and temporary service.

(vii) In the case of Assistants, Clerks or Stenographers, who were appointed to the Imperial Secretariat in grades higher than the lowest there shall be added to the initial pay determined under rules (iii), (iv) or (vi) above the difference between their pay or first appointment to the Imperial Secretariat and the then lowest pay of the class to which they were appointed.

(viii) If the initial pay calculated according to the foregoing rules is less than the officiating, substantive pro tempore, or provisional salary drawn on the 1st December 1919, the difference may, at the discretion of the Secretary of the Department, be made up, to the extent considered necessary, by the grant of a personal allowance to be absorbed by subsequent annual increments. In fixing the amount of such personal allowances no higher rate of salary should be taken into consideration than might reasonably be expected to be drawn continuously.

(ix) Under the time-scale, acertain rate of becomes admissible from the date of entry into a certain year of service, irrespective of whether the previous stage of pay was drawn for twelve months, or less. Thus if a clerk has put in 10 years and 11 months' service on the 1st December 1919, the date of introduction of the new scheme, he will draw pay for the eleventh year of service from the 1st to the 31st December 1919, and the pay for the twelfth year of service from the 1st January 1920.

(x) No refund will be demanded of any amounts drawn under the old scale, before the date of kx this Resolution, in excess of those admissible under the new scale.

5. The changes now made are liable to revision should the decisions on the report of the Secretariat Procedure Committee necessitate this.

ORDER:- Ordered that a copy of this Resolution be forwarded to the several Departments of the Government of India (including the Financial Adviser, Military Finance) with the request that early effect may be given to the new scales of pay; hard cases, if any, being submitted thereafter for the consideration of the Government of India in the Finance Department.

Ordered also that a copy of this Resolution be forwarded to the Board of Industries and Munitions and to the Reforms Office, for information.

Ordered also that the Resolution be published inthe Supplement to the Gazette of India for general information.

H. Mc. Pherson,
Secretary to the Government of India.

G.R.S. III—3] [C—III 3.7

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Extract from the Hindu dated 31st May

It is understood that the Govt. of Bengal have sanctioned an Allowance of 5 to 15 % according to their scale of Pay to all Non-gazetted Government servants who have not yet received any increment.

Submitted for perusal.

4-5-46

Seen

The sub Committee can meet after Sunday when Shri Ramaswamy will be back from Delhi on the 5th inst. after 11 A.M.

5/6/46

Sd/-
5-6-46

Secretary General Holiday

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

Mr. Joshi

21.2.20

D. 969

LOCAL ALLOWANCES.

(FROM THE PUBLICITY BUREAU.)

In accordance with an interim recommendation made by the Salaries Committee in advance of its general report, the Government have directed that with effect from the 1st February 1920 and until further orders the monthly rates of local allowances now granted to the lowest paid subordinates in this Presidency shall be enhanced so as to bring their total remuneration to the minima indicated in the table below:—

	Scale of minimum remuneration including war allowance.	
	Presidency Town.	Mufassal.
	Rs.	Rs.
Clerks and the subordinates mentioned in Annexure A. ...	35	30
Subordinates mentioned in Annexure B ...	25	22
Peons and subordinates mentioned in Annexure C.	15	12

ANNEXURE A.

Typists, Tracers (P.W.D.), Preventive Officers (Customs), Storekeepers, Sanitary Inspector (Agricultural Department), Revenue Inspectors (Land Records Department), Sample-takers (King Institute, Guindy), Assistant Inspector (Piscicultural section), Overseers (Agricultural and Fisheries Department and King Institute, Guindy). Quarry Superintendent (Store establishment, P.W.D.), Archaeological Superintendent (P.WD.) and Nazirs.

ANNEXURE B.

Shroffs, Draftsmen and Computors, Artists (Medical and Agricultural Departments), Photographers (Archaeological Department), Plate correctors (Survey and Settlement), Bailiffs and Amins, Compounders, Matrons and Nurses, Midwives, Female Dressers (Hospitals), Stewards (Medical), Theatre Assistant (Medical), Jailors, Foresters, Vaccinators, Head Constables, Assistants to chemical assistants (King Institute, Guindy), Laboratory Supervisors and attendants, Keepers of the Marine Aquarium, Mechanics, Deputy Surveyor and Field Surveyors, Classifiers, Plant Collectors and Setters (Agricultural Department) Kanakkapillais, Gymnastic Instructors, and Harkarahs.

ANNEXURE C.

Blue Printmen (P. W. D.), Printers and Lithographers (Survey Department). Counters (Stamp Department), Tidewaiters. Jail Warders, Keepers, (Lunatic Asylum), Forest Guards, Laccadive Gumastahs, Constables, Naiks (Police), Maistries, Boat Establishments, Water Regulation Superintendents (P. W. D.) Attenders, Muchis, Ward Attendants, Jamadars and Duffadars (Salt, Customs and Excise), Gollas, Weighmen and Buglers.

Those who now draw more than the minima fixed will continue to draw what they are now receiving.

FINANCIAL 2112-19
BANGALORE.
1 Jan 1920

Submitted for perusal
20/2
Chief Sec'y
23.2.20
Hon'ble Mr. Joshi

To secure for Government employees as far as possible what the previous rates of war allowances were and also to ascertain the extent of the increase given by the Government of India.

G. R. S. III-2]

General and Revenue Secretariat. | File No. | of 191

Serial No.

A statement showing the present minimum, the minimum now sanctioned, and the increase in each case is put up. The figures are taken from the Madras Govt. Budget estimate for 1919-20.

9.3. Jersey

9/3/20

2589/10/3 9/3. To Chief Secy

Mudi 10-3-20

Thanks.

Keep in file re memorial clerks. In all cases.

I submit 9/3

In order

Note—Contn. sheet.

Nos	Names of Offices	Presidency Town. Present Mini. Pay	Mini. Pay sanctioned	Increase	Mufassal. Present Mini. Pay	Mini. Pay sanctioned	Increase	Remarks
	Annexure A.							
	Clerks.	14	35	21	10	30	20	
	Typists.	20	35	15	20	30	10	
	Tracers (P.W.D.)		35			30		Not fixed
	Preventive Officers (Customs)	20	35	15	..	..	..	
	Store-Keepers.	25	35	10	20	30	10	
	Fancy Insprs. (Agri. Dept.)				20	30	10	
	Rev. Insprs. (L.R.)				25	30	5	
	Sample Takers. (Kings Institute)	25	35	10	..	..	..	
	Asst. Inspr. (Pisciculture section)				25	30	5	
	Overseers (Fishery)				30	30	Nil	Vide last para of the Communique
	" (Agri.)				25	30	5	
	Nurses.	15	35	20				
	Annexure B.							
	Shroffs.	10	25	15	10	22	12	
	Draftsmen + compilers	15	25	10	20	22	2	
	Artists (Archaeol.)	25	25	Nil	25	22	-3	- do.
	Photographers (Archaeol. Dept.)	30	25	-5				- do.
	Plate-correctors (Survey)	15	25	10	15	22	7	
	Assayers.	15	25	10	15	22	7	
	Compounders	15	25	10	15	22	7	
	Matrons & Nurses				15	22	7	
	Midwives	15	25	10	15	22	7	
	Dressers (Female)	15	25	10				
	Stewards	15	25	10				

Names	Presidency Town			Mufassal			Remarks
	Present Min. Pay.	Min. Pay sanctioned	Increase	Present Min. Pay	Min. Pay sanctioned	Increase	
Jailors				10	22	12	
~~Foresters~~				15	22	7	
Vaccinators				15	22	7	
Hd. constables	20	25	5	16	22	6	
Asst. to chem. Asst (King's Institute)	10	25	15				
Laboratory Attendants	15	25	10	15	22	7	
Keepers of Marine Aquarium	12	25	13				
Mechanics	15	25	10				
Dy. & Field & Surveyors	25 & 15	25	10	25 & 15	22	7	
Plant collectors				12	22	10	
Setters				15	22	7	
Kana Khapillais				18 & 24	22	4	
Armourers							
Printers, lithographers	8	15	7	8	12	4	
Counters (Stamps)	10	15	5				
Tide-waiters	12	15	3				
Gaol Warders	10	15	5	10	12	2	
Keepers (Lunatic Asylums)	10	15	5	8	12	4	
~~H.~~ guards				6	12	6	
Laccadive Gunners				7	12	5	
Constables	13	15	2	9 1/2	12	2 1/2	
~~Naiks~~	~~14~~	~~15~~	~~1~~	14	12		
Attenders	9	15	6	9	12	3	
Mochis	10	15	5	10	12	2	
Ward Attendants	6	15	9				

GEN. & REV. SECRETARIAT
VIII
E. AUDIT.
28 JUN 1920

No. 23093

Colonial Secretary's Office,
Colombo, 24 June, 1920.

Dec 1493 19148

SECRETARIAT
23 JUN 1920

34816

Sir,

In reply to your letter dated the 15th June, 1920, I am directed to forward herewith for your information Government Circular No.33 of 5th April,1920, relative to the Temporary Increases of Salaries to Public Officers in Ceylon.

2. The same scale of increases, as shewn in the Circular, also applies to the pensioners of this Government.

I have the honour to be
Sir,
Your obedient servant,

for Colonial Secretary.

The Chief Secretary,
to The Government of Mysore,
BANGALORE.

Circular No. 33.

COLONIAL SECRETARY'S OFFICE,

COLOMBO, APRIL 5, 1920.

Temporary Increases of Salaries and of Subsistence Allowances to Public Officers.

Grant of a Rice Allowance.

SIR,

WITH reference to Government Circulars Nos. 56 and 79 of August 8, 1919, and October 14, 1919, respectively, authorizing the payment of temporary increases of salaries to public officers, I am directed to inform you that the Legislative Council has approved the following revised scheme of temporary increases, in substitution of the present rates of temporary increases as embodied in the Circulars under reference :—

	Increase. Per Cent.	In no case to exceed £.
Rs. 15,000 and over	15	200
Rs. 11,250 and under Rs. 15,000	20	160
Rs. 9,000 and under Rs. 11,250	25	150
Rs. 7,500 and under Rs. 9,000	30	165
Rs. 1,800 and under Rs. 7,500	33⅓	150
Rs. 1,000 and under Rs. 1,800	35	—
Rs. 780 and under Rs. 1,000	37½	—
Rs. 360 and under Rs. 780	40	—
Rs. 240 and under Rs. 360	45	—
Under Rs. 240	50	—

No officer on proceeding from one grade to another will draw less as salary and temporary increase together than he was drawing in the lower grade.

You are authorized to make payments under the revised scheme as from January 1, 1920, deducting from the arrears so payable the amounts paid as temporary increases in accordance with the old rates.

2. The Legislative Council has also approved, in addition to the above increases, the payment to all employees whose pay is Rs. 780 per annum and under of a special rice allowance at the rate of 15 cents for every day for which the officer receives pay. These allowances should be reduced in accordance with the fall in the control price of rice on the scale shown in the annexed table :—

Control Price in Colombo. Cents.	Allowance. Cents.	Control Price in Colombo. Cents.	Allowance. Cents.
36	15	28	7
35	14	27	6
34	13	26	5
33	12	25	4
32	11	24	3
31	10	23	2
30	9	22	1
29	8	21	—

Payment of the rice allowance should also be made as from January 1, 1920, and charged to Head 46, Sub-head 56 : Temporary Increases of Salaries and Pensions.

Further instructions will be issued as soon as possible regarding the control price for the period January 1 to March 31. Probably an average will be struck, and payments of the rice allowance made accordingly.

Meanwhile payment of temporary increases exclusive of rice allowance should be made without delay.

3. The Legislative Council has further agreed to the following temporary increases to the subsistence allowances allowed under the travelling regulations :—

(*a*) Allowances up to Rs. 6 per diem to be increased by 50 per cent.
(*b*) Allowances from Rs. 6 to Rs. 10 per diem to be increased by 25 per cent.

Payment of subsistence allowances at the increased rates may be made as from April 1, 1920.

4. I annex for your guidance a scale of temporary increases as sanctioned, exclusive of the rice allowance.

I am, Sir,

Your obedient Servant,

B. HORSBURGH,

Acting Colonial Secretary.

The

Annexure.

Scale of Temporary Increases.

Substantive Salary.	Now receiving Temporary Increase.		Temporary Increase now proposed.		
	Scale of Increase.	Total.	Scale of Increase.		Total.
	Amount.		Rate.	Amount.	
£.	£.	£.	Per Cent.	£.	£.
2,250	60	2,310	15 (max. £200)	200	2,450
2,000	60	2,060	do.	200	2,200
1,450	60	1,510	do.	200	1,650
1,400	60	1,460	do.	200	1,600
1,350	60	1,410	do.	200	1,550
1,300	60	1,360	do.	195	1,495
1,250	60	1,310	do.	187½	1,437½
1,200	60	1,260	do.	180	1,380
1,150	60	1,210	do.	172½	1,322½
1,100	60	1,160	do.	165	1,265
1,050	60	1,110	do.	157½	1,207½
1,000	60	1,060	do.	150	1,150
950	70	1,020	20 (max £160)	160	1,110
900	70	970	do.	160	1,060
850	70	920	do.	160	1,010
800	70	870	do.	160	960
750	70	820	do.	150	900
700	80	780	25 (max. £150)	150	850
675	80	755	do.	150	825
670	80	750	do.	150	820
650	80	730	do.	150	800
640	80	720	do.	150	790
625	80	705	do.	150	775
610	80	690	do.	150	760
600	80	680	do.	150	750
580	80	660	30 (max. £165)	165	745
575	80	665	do.	165	740
550	80	630	do.	165	715
525	80	605	do.	157½	682½
500	80	580	33⅓ (max £150)	150	650
475	90	565	do.	150	625
450	90	540	do.	150	600
425	90	515	33⅓	142	557

Substantive Salary.	Now receiving Temporary Increase.		Temporary Increase now proposed.		
	Scale o Increase	Total.	Scale of Increase.		Total.
	Amount.		Rate.	Amount.	
£.	£.	£.	Per Cent.	£.	£.
400	90	490	33⅓	133	533
375	90	465	do.	125	500
350	90	440	do.	117	467
325	90	415	do.	108	433
300	60	360	do.	100	400
Rs.	Rs.	Rs.		Rs.	Rs.
4,500	900	5,400	do.	1,500	6,000
4,000	800	4,800	do.	1,333	5,333
3,600	720	4,320	do.	1,200	4,800
3,500	700	4,200	do.	1,166	4,666
3,300	660	3,960	do.	1,100	4,400
3,000	600	3,600	do.	1,000	4,000
2,700	540	3,240	do.	900	3,600
2,340	468	2,808	do.	780	3,120
2,160	432	2,592	do.	720	2,880
2,000	400	2,400	do.	666	2,666
1,980	396	2,376	do.	660	2,640
1,860	372	2,232	do.	620	2,480
1,800	360	2,160	do.	600	2,400
1,740	348	2,088	35	609	2,349
1,500	300	1,800	do.	525	2,025
1,260	252	1,512	do.	441	1,701
1,200	240	1,440	do.	420	1,620
1,020	204	1,224	do.	357	1,377
1,000	200	1,200	do.	350	1,350
960	192	1,152	37½	360	1,320
840	168	1,008	do.	315	1,155
780	156	936	37½	292·50	1,072·50
750	150	900	40	300	1,050
720	144	864	do.	288	1,008
600	150	750	do.	240	840
570	142·50	712·50	do.	228	798
540	135	675	do.	216	756
480	120	600	do.	192	672
360	90	450	do.	144	504
330	115·50	445·50	45	148·50	478·50
300	105	405	45	135	435
240	84	324	45	108	348
228	102·60	330·60	50	114	342
216	97·20	313·20	50	108	324
180	81	261	50	90	270
160	74	234	50	80	240
144	64·80	208·80	50	72	216
120	54	174	50	60	180

No. 2418/X—389.

RESOLUTION.

FINANCIAL DEPARTMENT.

Dated Naini Tal, the 17th June, 1920.

READ—

Reports by Mr. C. A. Silberrad, I.C.S., and Mr. C. H. B. Kendall, I.C.S., on the revision of the salaries of subordinate establishments with the proposals of the Finance Committee of the Provincial Legislative Council thereon.

OBSERVATIONS.—During the past year, two officers, Mr. C. A. Silberrad, I.C.S., and Mr. C. H. B. Kendall, I.C.S., were placed on special duty in connection with the revision of the salaries of subordinate establishments. Mr. Kendall dealt with the civil courts of the province, Mr. Silberrad with all other establishments: but whilst the latter's duty was confined merely to a revision of existing salaries, the former was directed also to consider the revision of the establishments themselves. The revision of an establishment, however, demands careful and lengthy examination, whilst an increase in the salaries of Government servants cannot be delayed. For this reason Mr. Silberrad was directed to apply his conclusions to the case of the civil courts staff, without prejudice to any proposals for revision of cadres or grades that had been made by Mr. Kendall.

2. Mr. Silberrad's main proposals were two in number. He proposed to give—

(a) a permanent increase in pay calculated on the basis of a normal range of prices, after eliminating the effects produced on these by war conditions, and

(b) a temporary increase in pay on a sliding scale, designed to allow for the difference between present prices and this normal price level. This temporary increase Mr. Silberrad called a "high prices allowance": except for differences in the method of calculation and the fact that it applied to all officers alike, it was similar in nature to the present grain compensation allowance.

3. Mr. Silberrad's report was laid before the Finance Committee of the Legislative Council for consideration. The Committee found itself unable to agree with the principle of the high prices allowance. They held that whether prices fell or remained at their present level, the allowance would cause dissatisfaction. The increase, they contended, would be regarded to the extent of the allowance as unreal in any case; whilst if prices were to fall, and by the operation of the sliding scale the allowance were reduced in consequence, the unreality would be made manifest, and Government would be laid open to the charge of taking away with one hand what it had but recently given with the other. A high prices allowance moreover was unsuitable for the better paid classes of officials to whom it was applied. They unanimously decided to recommend—

(a) that the proposal to give a high prices allowance be abandoned;

(b) that the minimum pay on which a clerk could live in decency in modern conditions was Rs. 20 per mensem, and that no clerk should receive less than this figure;

Registered No. A 386.

Government Gazette,

THE UNITED PROVINCES OF AGRA AND OUDH.

Separate paging is given to this part, in order that it may be filed as a separate compilation.

Published by Authority.

ALLAHABAD, SATURDAY, JUNE 26, 1920.

PART VIII.

OFFICIAL PAPERS.

GOVT., UNITED PROVINCES.

OFFICE OF SANITARY COMMISSIONER, UNITED PROVINCES.

THE following statement of plague seizures and deaths reported in the United Provinces during the week ending 19th June, 1920, is published for general information :—

UNITED PROVINCES.

	Seizures.	*Deaths.*
Allahabad district	8(a)	8(a)
Basti district	20	25
Total ...	28	33

D. D. PANDYA, D.P.H. (CAMB.), ETC.,
Offg. Sanitary Commissioner, United Provinces.

DATED LUCKNOW:
The 24th June, 1920.

(a)—Includes 6 seizures and 6 deaths of previous week.

(c) that, subject to this minimum, and to a suitable re-adjustment of the scale to allow for—

(1) the elimination of the high prices allowance in the case of the higher grades of clerks, and

(2) the rounding of all figures to multiples of five as far as possible—

the new pay in every case should be the sum of the permanent pay proposed by Mr. Silberrad, plus the high prices allowance as it would be calculated at the present time ;

(d) that in other respects, and subject to alterations consequential on the recommendations mentioned above, Mr. Silberrad's scheme be approved.

4. The Lieutenant-Governor endorses the arguments and agrees with the conclusions of the Finance Committee. He considers that the very existence of any allowance of the nature of the high prices or grain compensation allowance proves that the Government servants who receive it are insufficiently paid, and reflects unfavourably on the administration. His Honour has, therefore, decided to do away with any allowance of this nature altogether. In his opinion, every subordinate Government servant should receive, once and for all, a salary sufficient, even with prices at their present level, to enable him to live in decency and comfort, and sufficient to put him beyond the pressure of debt or actual want—troubles to which His Honour has reason to fear that too many are at present subject. With this object in view he directed that a new scale be prepared which should be in conformity with the recommendations of the Finance Committee.

5. The object to be attained by the proposed revision is to replace the officials concerned in the same pecuniary position relative to the general population as they held at the time when their existing salaries were fixed. The salaries of most of the establishments that are dealt with in these proposals were revised by the Pike Committee that met in 1911-12, and the problem to be solved is the ascertainment of rates of pay that are equivalent in purchasing power at the present time to the rates of pay fixed in 1911-12. It is unnecessary to restate in detail the elaborate calculations by which Messrs. Kendall and Silberrad arrived at their conclusions : it will suffice to state briefly a few facts that have an important bearing on the matter :—

(a) The average price of the six principal foodgrains of the province during the quinquennium of 1909—13, with reference to which the Pike Committee fixed its scale of salaries, was 13·26 seers per rupee.

(b) During the quinquennium 1914—18, the similar average price was 10·49 seers per rupee.

(c) Prices have since that date risen considerably above the figure of the quinquennium 1914—18.

(d) The past history of price movements shows that even after the effects of the war have been eliminated, the average price of the principal foodgrains is not likely to drop materially below 10 seers per rupee during the next twenty years.

(e) The prices of other necessities have risen at least as much as the price of foodgrains.

6. These facts seem to point to an average increase in salaries of 32·6 per cent. But such an increase would be insufficient, for—

(1) it makes no allowance for the effects of war conditions on the range of prices, which effects are likely to persist for some time to come ;

Medical.—All but nurses.

The establishments thus omitted have all been dealt with separately or else are under local bodies.

On the other hand, certain gazetted officers, notably tahsildars, the Assistant Secretary in the Irrigation branch, the Registrars of the Secretariat, and the Deputy and Assistant Registrars of the High Court, have been included. An increase in the pay of tahsildars is long over due, and this opportunity has been taken to give it. The other posts, though gazetted, are clerical posts filled by promotion from the non-gazetted clerical staff.

10. In some cases there have been reasons to justify a departure from the scale. An increase of the scale is required when the pay of an establishment or of particular posts was not examined by the Pike Committee and has not been examined since. On the other hand, revision subsequent to the date of that Committee's operations affords grounds for reducing the scale, unless it is clear that any increases that were then given were due solely to increased work or responsibility and were not consequent on increased cost of living.

11. The list of "hill" and similar allowances is full of diversity. Some officials receive an allowance all the year round, others for the summer months, others again for the winter months. Some of these allowances are calculated at a percentage on the pay, others at a fixed monthly amount that varies with the pay. The nomenclature also varies: there are "hill allowances" both under the Pike Committee's scheme and the Naini Tal Hill Code, "winter allowances," "local allowances," "local compensation allowances," "fuel allowances." These are all additions to pay, given because of the peculiar conditions of the hill tracts and should be increased like ordinary pay. It would be a very complex task to work out all the changes that are necessary and no attempt has been made to do so. But the figures have been carefully examined, and the following general principles are prescribed for guidance:—

(1) Where the allowance is a percentage of the pay, the same percentage should apply to the new pay as to the old.

(2) When the allowance is a fixed sum, the percentage which it bears to the present pay should be calculated, and applied to the new pay.

12. The following rates will apply in the case of three principal allowances. They are based on the principles stated above:—

(*a*) *Hill allowances under the Pike scheme.*—These are at present calculated at 25 per cent. of pay, where this is lower than Rs. 20 and at Rs. 6, 7 and 8 for rates of pay between Rs. 20 and 29, Rs. 30 and 40, Rs. 41 and 50 respectively, all inclusive. On the new scale the allowances would become—

(i)	For rates of pay under Rs. 35 ...	... 25 per cent.
(ii)	„ „ between Rs. 35 and 44	... Rs. 10
(iii)	„ „ „ „ 45 „ 65	... „ 11
(iv)	„ „ „ „ 66 „ 75	... „ 12

(*b*) *Winter allowances.*—These may be given, as at present, at 25 per cent. of pay.

(*c*) *Local compensation allowances.*—These seem to be given in lump sum and to average $1\frac{1}{4}$ times a month's pay, with a minimum. This principle may still be applied on the new scale, with a new minimum of Rs. 20.

13. Temporary establishments and establishments paid from contingencies must necessarily be put on the same scale. To effect this officers concerned, where they themselves have not the requisite authority, should make definite proposals both as to the increase in the contingent grant required to cover the enhanced rates of pay and as to the new rates of pay to be given to persons on the temporary staff.

14. These proposals, including those for tahsildars, have been sanctioned by the Government of India except in respect to the gazetted officers referred to in paragraph 9, in which case the previous sanction of the Secretary of State is necessary. The new scale of pay will have effect from the 15th March, 1920. From the same date the standing orders as to the grant of grain compensation allowance and the war allowance will be abrogated. The total cost of the scheme is Rs. 76,00,000 a year, and the Lieutenant-Governor sincerely hopes that the measure of relief now afforded to subordinate establishments in the province will enable them to meet their wants and provide some measure of comfort. Detailed orders will immediately be separately issued showing the new rates of pay for each of the establishments affected by this scheme. As regards the hill and other allowances referred to in paragraphs 11 and 12 of this resolution, the case of the allowances which were dealt with in the Pike Scheme requires no further remarks since new rates have been laid down in this resolution. There are only a few establishments affected by the Naini Tal Hill Allowance Code and the revisions necessitated in this Code will be separately communicated to the heads of the departments concerned. In the matter of winter and local compensation allowances the resolution lays down the principles on which the new scale will be fixed. Heads of departments concerned should submit, where necessary, definite proposals to modify the existing orders relating to such allowances on the lines stated in this resolution.

15. As soon as the requisite orders have been received by the officers concerned an estimate should be framed of the additional grant required both for the permanent and temporary staff and for contingent grants to give effect to the new rates of pay; and these applications should be submitted through the proper channel with all possible expedition and at the latest by the end of July. In making out the applications the usual procedure should be followed of stating the particular budget heads and sub-heads under which additional grants are required.

ORDER.—Ordered that the resolution be published in the *United Provinces Government Gazette* for general information.

Ordered also that a copy be forwarded for information to all Heads of departments, to all Commissioners of divisions and District Officers, to all District and Sessions Judges, to all Cantonment Magistrates, to the Private Secretary to His Honour the Lieutenant-Governor, and to the Superintendent, Government Press, United Provinces.

By order,

E. A. H. BLUNT,

Secy. to Govt., United Provinces.

APPENDIX I.

NEW SCALE.

A.—MENIALS.

Present pay.	*New pay.*
3, 3½	6
4, 4½	7½
5, 5½	9
6, 6½	10½
7, 7½	12
8, 8½	13
9	14
9½	15
10, 10½	16
11	17
11¼, 12	19
12½, 13	20
14	22
15	23
16	24
17	25
18	27
19	28
20	30

Incremental Scales.

7—1—12	12—1—13—1½—19
8—1—10	13—1—15
8—2/2—12	13—3/2—19
9—1—10	14—2—16
10—1—12	16—1—18
10—1—15	16—1—19—2—23
12—1—20	18—1½—30
15—1—20	23—1—26—2—30

B.—CLERKS AND OTHER SUBORDINATES.

9, 10, 10½, 11	20
11¼, 12, 12½, 13	22
14, 15	25
16, 17	28
18, 19	30
20, 22	35
23, 24, 25	40
27, 28, 29, 30	45
32, 34	55
35, 36, 38, 39	60
40, 42	65
44, 45, 46	70
48, 49, 50, 51, 52	75
53, 54, 55	80
56, 58	85
60, 62	90

Present pay.	*New pay.*
64, 65	95
66, 70	100
75	105
80	110
85, 86	120
90	125
92	130
95	135
100, 101, 105, 106	140
110	145
115	150
120	155
125	160
129, 130	170
135	175
140	180
142	185
145	190
150	195
160, 165	200
170, 175	210
180	220
185	230
190	235
200	240
210	250
216	260
220	265
225	270
230	275
235	280
240	290
250	300
265	320
275	330
280	335
290	350
300	360
310	370
320	385
325	390
330	395
340	410
350	420
360	430
370	445
375	450
380	455

Present pay.	*New pay.*
390	470
400	480
410	490
420	500
425	510
430	515
440	530
450	540
475	570
500	600
600	720
700	840

Incremental Scales.

10—1—12	20—1—22
10—1—15	20—1—25
10—2—20	20—3—35
12—1—15	22—1—25
12—1—20	22—1½—34
12—1—25	22—1—30—2—40
15—1—18	24—2—30
15—1—20	25—2—35
15—1—30	25—1—35—2—45
20—1—25	35—1—40
20—1—30	35—1—45
20—1—35	35—1—40—2—60
20—1—40	35—1—45—2—65
20—2—30	35—2—45
20—2—40	35—3—65
20—4—40	35—6—65
20—5—30	35—5—45
25—1—30	40—1—45
25—2—35	40—4—60
25—2½—40	40—2—44—4—60
25—3—40	40—5—65
25—4—45	40—6—70
25—5/4—35	40—10/4—60
25—5—50	40—7—75
25—2—75	40—2—80—5—105
30—1—35	45—3—60
30—1—40	45—2—65
30—2—40	45—4—65
30—3—45	45—5—70
30—2—50	45—3—75
30—2½—40	45—5—65
30—4—50	45—6—75
30—5—50	45—7½—75
35—2—45	60—2—70
35—2½—45	60—2½—70
35—3—50	60—3—75
40—1—50	65—1—75
40—2—50	65—2—75
40—2½—50	65—2½—75
40—5/5—50	65—5/5—75
40—2½—55	65—2½—80

Incremental Scales—*(contd.)*.

Present pay.	*New pay.*
40—2—60	65—2½—90
40—2½—65	65—3—95
40—5/2—65	65—6/2—95
40—3—55	65—3—80
40—3—70	65—3½—100
40—4—60	65—5—90
40—4—70	65—5—105
40—5—50	65—5—75
40—5—60	66—6—90
45—2—55	70—2—80
45—2½—55	70—2½—80
45—3—60	70—4—90
45—5—60	72—6—90
50—2—60	75—3—90
50—2—70	75—2½—100
50—2½—75	75—3—105
50—5/2—75	75—6/2—105
50—4—70	75—5—100
50—4—80	75—5—125
50—5—60	75—7½—90
50—5—75	75—6—105
50—10—80	75—10—105
50—5—100	75—5—100—8—140
55—5—80	80—6—110
60—1—70	90—1—100
60—2—70	90—2—100
60—3—75	90—3—105
60—2—80	90—2—110
60—4—80	90—4—110
60—4—100	90—5—140
60—[illegible]2—123	90—10/2—160
60—5—80	90—5—110
60—5—85	90—6—120
60—5—90	90—6—126
60—5—100	90—5—105—7—140
60—10/5—80	90—10/5—110
60—6—90	90—7—125
60—10—80	90—10—110
60—10—100	90—12½—140
65—2½—80	95—2½—110
70—2—80	100—2—110
70—4—90	100—5—125
70—3—100	100—4—140
70—4—110	100—5—150
70—8—110	100—8—150
70—10—170	100—10—200
75—4½—125	105—5—160
75—5—95	105—7½—135
75—5—100	105—7—140
80—2—90	110—3—125
80—4/2—100	110—6/2—140
80—2—100	110—3—140
80—4—100	110—6—140

Incremental Scales—*(contd.)*.	
Present pay.	*New pay.*
80—4—120	110—4—150
80—5—105	110—6—140
80—7—150	110—8—190
85—5—100	120—5—135
90—4—110	125—4—145
90—2—100	125—3—140
90—5—115	125—5—150
90—6—120	125—6—155
100—5—150	140—5—190
100—4—120	140—4—160
100—5—120	140—5—160
100—5—125	140—5—165
100—10—150	140—10—190
100—10—180	140—10—220
100—10—200	140—10—240
105—5—130	140—6—170
120—4—140	155—5—180
120—6—150	150—9—195
120—5—150	155—5—175—10—195
120—5—160	155—5—195
120—5—200—10—300	160—5—240—12—360
120—10—220	155—11—265
125—5—150	160—7—195
125—10—175	160—10—210
130—4—150	170—5—195
130—10—180	170—10—220
140—4—160	180—4—200
140—10—240	180—10—280
150—5—200	190—5—240
150—10—200	190—10—240
150—8—230	195—8—275

Incremental Scales—*(concld.)*.	
Present pay.	*New pay.*
150—10—250	200—10—300
150—15—300	200—16—360
160—4—180	200—4—220
160—10/2—200	200—10/2—240
160—10—200	200—10—240
160—10—240	200—10—230—12—290
175—5—200	210—6—240
175—5—225	210—6—270
180—4—200	220—4—240
180—10—240	220—10—260—15—290
200—10—250	240—12—300
200—25—250	240—30—300
200—10/2—250	240—12/2—300
200—10—300	240—12—360
200—15—545	240—15—420—20—660
240—10—300	290—10—330—15—360
250—10—300	300—12—360
250—10—350	300—12—420
250—12½—350	300—15—420
250—20—350	300—24—420
250—30—400	300—36—480
280—4—300	335—4—355
310—10—350	360—12—420
300—10—400	360—12—480
300—20—400	360—24—480
300—25—400	360—30—480
300—30—450	360—36—540
350—10—400	420—12—480
400—20—500	480—24—600
450—10—500	540—12—600
500—50—800	600—60—960

No. 665-131-3.

GOVERNMENT OF INDIA.

DEPARTMENT OF REVENUE AND AGRICULTURE.

AGRICULTURE.

Simla, the 8th June, 1920.

RESOLUTION.

His Majesty's Secretary of State for India has been pleased to sanction revised rates of pay for the Indian Agricultural Service and the Provincial Agricultural Services as set forth in the succeeding paragraphs.

I.—INDIAN AGRICULTURAL SERVICE.

(1) The revised rates of pay shown below will take effect from the 1st December, 1919, in supersession of the existing scale of pay :—

Years of service.	Pay.	Overseas allowance.	Total.
	Rs.	Rs.	Rs.
1	350	150	500
2	400	150	550
3	450	150	600
4	500	150	650
5	550	150	700
6	600	200	750
7	650	200	800
8	700	200	850
	EFFICIENCY BAR.		
9	750	200	900
10	800	200	950
11	850	200	1,000
12	900	250	1,050
13	950	250	1,100
14	1,000	250	1,150
15	1,050	250	1,200
16	1,100	250	1,250
17	1,150	250	1,300
18	1,200	250	1,350
19	1,250	250	1,400
20	1,300	250	1,450
21 and onwards ...	1,250	250	1,500
	1,300	250	1,550
	1,350	250	1,600
Selection grade ...	1,400	250	1,650
	1,450	250	1,700
	1,500	250	1,750

(2) The Overseas allowance set out in column 3 above (which will reckon as pay for all purposes of the Civil Service Regulations) will ordinarily be granted only to officers of non-Indian domicile; but, as an exception to this general rule, all Indian officers now in the Indian Agricultural Service on the time scale of pay will be regarded as eligible for the allowance.

(3) Officers who have been promoted from the Provincial to the Imperial Service on the provisional scale of Rs. 350—35—700, will, for the purpose of drawing future pay, be treated as having been appointed to the Imperial Service on the date on which they were provisionally appointed, but will not draw the overseas allowance. Provincial Service officers so promoted in future will, on promotion, enter the Imperial Service on a pay at the nearest multiple of Rs. 50 above the pay that they are drawing at the time of promotion and will thereafter receive increments on the ordinary scale. They will rank for seniority immediately below other officers already in the Imperial Service drawing the same rate of pay.

Rejected - Servants Tribunal
Government Servants Tribunal

MEMO OF REPRESENTATION.

1. Grant of temporary increase of pay with effect from 1st January 1920 on the scale noted in the margin to all non-gazetted officers, irrespective of their pay.

*			
For Rs.50 and below	50% increase subject to a minimum of		15
50 up to Rs.100	30%		20
100 " 200	20%		30
200	15%		40

2. Grant of House Allowance equivalent to 10% pay with a minimum of Rs.7 per mensem.

3. Facilities for house building in the shape of grant of sites in several extensions and loan on small interest.

The representation was submitted on the 28th April and there has been no change in the situation for the better. It looks as if the high prices have come to stay permanently. Relief in the shape of increase of pay is immediately necessary in the case of all non-gazetted officials. The minimum cost of living is not less than Rs.60. The minimum pay should be fixed at that figure or at least Rs.50. Relief is necessary in the case of officials getting comparatively higher pay also for the reason that they have earned that pay in the majority of cases after long service and at the fag end of their career the family burden increasing all the time. It is therefore too much or scarcely possible to expect these to have any savings to fall back upon to meet the increased cost of living and the fall in the value of the rupee. The distress has affected the so called highly paid officials also very badly that they also stand in need of some relief.

Men drawing more than Rs.100 are so few that the additional extra cost involved by granting increases to these officers also will be proportionately very small while the advantage will be to give relief to the entire service.

THE MYSORE NON-GAZETTED OFFICERS' ASSOCIATION, BANGALORE.

Memo No 225

Bangalore 28th April 1920.

To

C. Ranganatha Rao Saheb, Esq., B.A., B.L.,

Private Secretary to the Dewan of Mysore,

Fern Hill.

Sir,

In obedience to the desire of the Dewan Saheb conveyed in your letter of the 19th instant we are desired to forward herewith for submission to the Dewan the representation of the Association which speaks for itself.

We beg to remain,

Sir,

Your most obedient servants,

C Subba Rao

B Govinda Rao

Secretaries.

To the Chief Secretary

With compliments

The Dewan desires to know whether this representation is in order to be worked up the subject may be in Council at the next meeting

CRs 2/5/20

THE MYSORE NON-GAZETTED OFFICERS' ASSOCIATION, BANGALORE.

Bangalore 28th April 1920

To

RAJASEVADHURINA SIRDAR M. KANTARAJ URS, ESQ., B.A., C.S.I.,

DEWAN OF MYSORE.

Sir,

1. The members of the Subordinate Service, whose humble representatives we are, consider this as the proudest moment in their official career that they should be privileged to lay before you, for your kind consideration, their long standing and ever increasing grievances.

2. Who does not know it Sir, that it is not so much altruistic principles as hard realities of life which have quickened the generous impulses of administrators not only in India, but all over the world, to give a ready response to the plaintive cry of suffering humanity?

3. As the head of the executive of the State and a nobleman with unbounded sympathies, we may be permitted to submit, Sir, it is for you to redress our unendurable sufferings with that broad-based benignant statesmanship which has been the keynote of your Dewanship.

4. Unlike others, the officials have to maintain a position peculiarly their own. They are expected to possess a certain amount of decency in appearance and this means that they have necessarily to spend more on certain indispensable equipment than others. Besides these, there are a number of exacting demands which tax their slender resources, leaving them hardly anything to contribute to essential needs of homelife. Mental worry and anxious thoughts impair their efficiency of work and unless their

grievances are immediately attended to, it is not likely that the Government can get from them, what work they expect of these poverty stricken and careworn officials.

5. Time was when Government service was so attractive that men of education and even of means thought of it first and took it to be a great disappointment when they were obliged to direct their energies to other walks of life. Except the assurances of a definite income and prospect of pension in old age which the service carried with it, the salary was at no time such as to enable an official to live decently, not to speak of in affluence.

6. The steady and yet rapid rise in prices which was such as to call for a special enquiry on the part of the Government of India, went up to ruinous lengths such as was never dreamt of before the outbreak of war. The new economic conditions which have had an unendurable effect on men with fixed income would, it was thought, pass away with the cessation of hostilities and the proclamation of peace. It was unfortunately to be, and it is come to be recognised as, a sad reality that these high prices have come to stay. No class of people have been hit harder by the altered economic conditions than the Non-Gazetted Officers. Their salary fixed in most cases with reference to a better state of affairs obtaining before, but which have drastically changed, has lost nearly two-thirds of its purchasing power. The temporary war allowance now given to officials in receipt of Rs.59/- and below ranging as it does from Rs.2 to Rs.3-2-0 is but a pittance. No proof need be adduced to show that this allowance is not adequate to cover the increase in the price of even a single important commodity of domestic consumption. There has thus been no sort of relief afforded to the subordinate service. Their condition has been gradually getting worse in

proportion to the increase in the prices, so much so that the officials in most cases, having exhausted whatever scanty -- resources they might have had, have had to run heavily into debts and very often compromise their dignity. The distress in most families as an effect of four or five years of continue high prices has become very acute and the privation no longer bearable.

7. Tables showing the increase of price in important and necessary items of life during the last 2 or 3 years are put up. Another statement showing the monthly expenditure of a family consisting of a husband and wife and two children or a mother or father is also put up. It will thus be seen that the minimum expenditure required for such a family living on extremely frugal lines is not less than Rs.66-12-0 a month. Erring on the side of parsimony no family can live on full diet without Rs.60-0-0 a month at least. Needless to add that no allowance has been made for such indispensable items of expenditure as are incidental to sickness in the family and the like nor for the compulsory deductions made from the salary of officials on account of Life Insurance.

8. In the estimate of the minimum amount required to maintain a family, no provision has been made for house-rent. The homeless condition of many of the officials is well known and as such, the necessity of making provision for this item will be apparent. It is therefore absolutely necessary that a minimum house allowance of Rs.7/- a month should be granted t meet the expenditure on this item. This sum cannot be conside -ed as extravagent in view of the fact that it will not enable officials, under prevailing conditions, to rent more than three small rooms either in the city or the extensions.

but a few individuals. There has been no appreciable increase in the average pay of officials and no recommendation has at any time been made by any Department, and much less approved by Govern ment, to so enhance the scale of pay as to compensate, though even partially, for the loss that officials have sustained by the depreciation in the value of the rupee. We therefore beg to suggest that you may be pleased to direct that a general re-
(2) organisation of the subordinate service of the State be ordered and a time scale of pay be adopted in such re-organisation, the
(3) minimum pay being fixed at Rs.50 and that the scale be so graded that no official of the lower grade may draw less than Rs.100 and of the upper grade less than Rs.250 per mensem at the time of retirement. It would do an immense good if officials are given to understand that it is not a chance element that guides their official prospects and that, things being equal, they have the certainty to attain to a certain level of salary. This would start them all on ~~the~~ equal race giving no room for disappointmen

The scale of salaries fixed for the subordinate service of the State being far lower than that in British India, the distres caused among the members of that service in Mysore by the present economic condition is far more acute and hence calls for relief more promptly and to a greater extent than in British India.

12. The housebuilding advance of an year's pay now sanctioned by Government is too small to meet the cost of building a house under the present increased cost of building materials and labour. A Sub Committee of the Association has been formed to go into this question and suggest necessary measures of relief. It is understo that an extensive plot of land is available in the Kumara Park recently purchased by Government and it is hoped that Government will be kind enough to grant the Association all the available
(4) extent either free or at the cost price and also the necessary financial help by lending money at the lowest possible rate of

interest not exceeding 4% . The Association are in need of land in other extensions as well and the final scheme as drawn up by them will be submitted for kind consideration and orders of Government early. It is their prayer that at least such of the officials as live in rented houses may be granted a house-rent allowance till they provide themselves with suitable houses

13. One other thing which urgently calls for relief at present is the question of fuel supply. Under the former food control system, a ton was selling at Rs.10-8-0 in the Depot and at Rs.7-12-0 on the Railway premises. Though Government have re-opened the Depot, the rate of Rs.16-0-0 per ton now fixed, has not only placed this article beond the reach of ordinary officials but has also resulted in the baneful effect of increasing the price of fuel by private vendors. It is not all that can command money for purchasing fuel by tons or fractions of a ton in the Government Depot. Many of the officials have to purchase fuel in depots near by in small quantities. The undue enhancement of price at the Government Depot has thus created another serious difficulty which cannot be easily surmounted unless Government takes necessary measures to reduce the price o fuel in the Government Depot to the former level.

14. We therefore beg that for reasons set forth above very early orders may be issued in regard to our prayers so as to giv immediate effect to -

1. the grant of temporary increase of pay on the scale proposed in para.9, with retrospective effect - at least from 1st January 1920.
2. the grant of House allowance to those who live in rente buildings equivalent to 10% of their pay with a minimum of Rs.7 per mensem.
3. Reduction in the price of fuel at the Government Depots to the rate at which it was being sold formerly.

and also to take measures (1) for the re-organization of the subordinate service on the lines indicated in para 11 and to

grant facilities for building houses as suggested in para 12.

15. We also beg to urge that provision for the relief of the distress among the members of the subordinate service should have precedence over other items of expenditure.

For which act of kindness the subordinate service of the State will for ever feel grateful,

We beg to remain,

Sir,

Your most obedient servants,

B. Ramaraja

M. Mumtaz Hussain

Algarisamyphulhaidar

D. Ramachandra Rao

L. Bhimaiah

M. Srinivasiengar

K. Krishna Rao

K. Narasimha Rao

R. Vasudeva Rao

M. Venkata Ramiah

M. Narasimhachar

K. Prudhvi Rao

C. Subba Rao

Retail Price List

S. No.	Name of article.	Quantity.	1912	1913	1914	1915	1916	1917	1918	1919	1920.
1	Rice	P.Palla	18--1--6	17--4--0	17-12--0	18--2--0	17--9--0	18--0--6	17-13--0	26--8--0	27--0--0
2	Ragi	1 Cart (12⅔ Srs.)	48--0--0	42--0--0	1--0--0			1--0--0 (19½ Srs.)	1--0--0 1--0--0	1--0--0 (11 Srs.)	1--0--0 (6¾ Srs.)
3	Avaray Dholl	P. Seer.	0--2--2	0--2--8	0--2--8	0--2-10					0--5--0
4	Black Gram	do.	0--3--9	0--2--6	0--2--6	0--2--7	0--2--4	0--2--3	0--2-10	0--4--4	0--4-10
5	Bengal Gram	do.	0--2--1	0--1-10	0--2--9	0--2--2	0--2--2	0--2--1	0--2--8	0--4--4	0--5--6
6	Jaggery	P. Viss.	0--3--6	0--3--7	0--4--8	0--8--3	0--5--9	0--4--2	0--3--8	0--5--4	0--9--2
7	Sugar	P. Viss.	0--6--5	0--5--8	0--8--0	0--8--3	0--9--5	0-10--5	0--8--4	0-10--0	1--3--8
8	Castor Oil	P. Viss.	0--9--9	0--9--2	0-10--0	0--8--2	0--8--7	0--9--2	0-13--4	1--4--9	1--6--8
9	Ghee	P. Viss.	1-15--0	2--7--3	2--4--0	2--0--9	2--1--9	2--1--6	2--2--6	3--1--8	3-13--1
10	Cocoanut Oil	P. Seer.	0--2-10	0--3--4	0--2--6	0--2--8		0--2--9	0--2--8	0--3--4	0--4-10
11	Kerosine Oil	P. Tin.	2--4--6	2--6--6	2--7--3	2-10--6	2-15--6	3--5--8	4--3--8	4--7--8	3-10--2
12	Arecanut	P. Seer.	0--4-10	0--6--0	0--6--2			0--5--0	0--4--6	0--4--7	0--4--5
13	Chillies	P. Viss.	0--6--8	0--6--8	0-10--5	0-10--0	0--7--3	0--8--9	1--0--3	1--8--0	0-12--7
14	Tamarind	P. Viss.	0--3--0	0--5--0	0--3--6	0--2-11		0--2--9	0--3--0	0--3--6	0--4--8
15	Menthya	P. Seer.	0--1--0			0--0--9	0--1--1		0--1-10	0--1--7	0--1--7
16	Mustard	P. Seer.	0--2--9	0--2--7	0--2-10	0--3--2	0--3--0		0--2--8	0--4-11	0--6--6
17	Pepper	P. Seer.	0--3--8		0--3--3		0--5--7	0--5--0	0--4--6	0--5--3	0--5--2
18	Salt	P. Seer.	0--1--0	0--1--0	0--1--0	0--1--0	0--1--2	0--1--3	0--1--7	0--1--7	0--1--7

19	Cocoanuts	Each	0--1--0	0--1--1	0--0-10	0--0-11	0--0-11	0--1--1	0--1--2	0--1--2	0--1-10
20	Cocoanuts (Dry)	P. Seer.	0--2--8	0--2--8	0--2--10	0--2--2	0--2--7	0--3--0	0--1-10	0--2--3	0--4--3
21	Sojee	P. Seer.	0--3--5	0--3--5	0--3--~~5~~	0--3--~~5~~	0--3--~~0~~	0--3-1~~0~~	0--~~3-10~~	0--6--7	0--~~8~~--0
22	Wheat flour	P. Lb.	0--1--3	0--1--3	0--1--4	0--1--4	0--1--~~4~~	0--1--5	0--1--7	0--2--9	0--2--9
23	Garlic	P. Seer.	0--1--0	0--1--4	0--2--6		0--0--8		0--1--8	0--3--2	0--5--0
24	Onions	P. Viss.	0--2--0	0--1--3	0--0-10	0--2--1	0--1--8	0--1--1	0--1-11	0--3--2	0--3--9
25	Jeerigay	P. Seer.	0--2--8		0--5--6	0--6--2		0--2--2	0--3-10		0--4--8
26	Coffee	P. Viss.	2--0--0		1--7--0	3--0--0		1--8--1	1--6--3		2--4--3
27	Tea	P. Tin.	1--1--8	1--5--4	0-13--4	0-13--4 ~~1--8--11~~	1--6-11		0-10--9	1-13--2	0-14--3
28	Fuel	14 Mds.	1--0--0	1--3--5	1--3--5	1--3--5	1--7--0	1-13--6	2-12--9	2-13--0	2--5--4
29	Charcoal	P. lb.							0--0-5	0--0--6	0--0--7½
30	G. Oil	P. Viss.	0-13--9	0-13--9	0-14--3	0-11--2	0-11--9	0-10-10	0-12--4	1--6--0	1-10--~~5~~
31	Thogari Dholl	P. Seer.	0--2--5	0--2--10	0--3--3	0--4--0	0--2--9	0--2--8	0--3--2	0--5--6	0--7--6
32	Green Gram	P. Seer.	0--2--6	0--2--4	0--2--6	0--2--6	0--2--7	0--3-10	0--2-10	0--5--7	0--4-10
33	Gree Gram Dholl	P. Seer.	0--3--9	0--3--9	0--4--0	0--3-11	0--3--8	0--3--8	0--5--1	0-10-11	0--7-11
34	Black " "	P. Seer.	0--3--8	0--3--7	0--3--8	0--4--1	0--3-10	0--4--0	0--4--6	0--8--9	0--7--5
35	Begal " "	P. Seer.	0--2--2	0--2--1	0--2--3	0--2--6	0--2--5	0--2--6	0--3--6	0--~~4~~--2	0--6--1
36	Horse Gram	P. Palla.	8--0--0	8-11--0	8--0--0	10--4--0	8--0--0	8--0--0	11--0--0	13--0--0	16--8--0
37	Alasandi	P. Seer.	0--2--6	0--2--5	0--2--5	0--2--6	0--1-10		0--3--0	0--4--3	0--4--5
38	Soap nut	P. Viss.	0--6--0	0--4--6			0--5--3		0--7--1	0--8--0	0--5--4
39	Candles	P. lb.	0--6--0	0--6--0	0--6--6	0--5--9	0--7--5	0--7--7	0--7--6	0--7--6	0--7--6

40	Matches	P. Doz.	0--1--3	0--1--4	0--2--3	0--1--8	0--2-11		0--2--9	0--2--9	0--2-11
41	Sugar Candy	P. Seer.	0--1--4		0--1--7	0--1-11	0--2--0	0--2--1	0--1--0	0--2--8	0--4--1
42	Camphor	P. Pkt.	0--1--8	0--1--5	0--2--0	0--1--3	0--1--11		0--1--5	0--1--2	0--1--11
43	Omem	P. Seer.	0--1--0	0--1--0	0--1--6		0--1--2	0--1--3		0--1--8	0--2--3
44	Gerupoppu	P. Seer.	0--3--0	0--3-10	0--2-11	0--2--6	0--3--4	0--3--0	0--3--3		0--6--5
45	Bengal Fram flour	P. lb.		0--1--6	0--2--3	0--1-11	0--1--6	1--8--0	0--1--7	0--2--1	0--2--9
46	Termeric	P. Viss.			0--7--4	0--5--9	0--9--1	0--9--6	0-11--4	0--9--0	0--8--3
47	Soap nut powder	Tin.						2-14-2	4--2--0	4-10--0	3-10--0

The minimum expenditure of a family of 4 consisting of a husband and wife and 2 children or a father or a mother latter supposing to be a non earning member under the current price of daily necessities of life is as follows:-

****

	Monthly.		Annual.	
60 seers of rice at the rate of 1½ seers a day with a margin of 10 seers for receiving random guests feast days and other unforseen circumstances.	Rs	15--0--0	Cloth 2 Seerays	30--0--0
7½ seers of Dholl at the rate of 1 Pavu a day.		3--0--0	2 pairs of pancheys	12--0--0
1 seer Black gram Dhall		0--7--6	4 shirts	10--0--0
2 Viss Jaggory		1--0--0	2 coats	9--0--0
2 Viss sugar		2--4--0	Turbans bed sheets	20--0--0
½ Tin Kerosine Oil		1-10--0	do. for Children	15--0--0
2 Seers Arecanut		0--9--0	Expenses on account of sickness	12--0--0
1 Viss Chillies.		0-12--0		
¼ Md. Tamarind		0--8--0	Total.	91--0--0
Menthya 1 pavu		0--1--7		
Mustard 1 seer		0--6--6	or Rs	7--9--4
Pepper ½ pavu		0--2--6		per mensem
Salt 3 seers		0--4--0		
Ghee 1½ Viss		5--8--0		
Cocoanuts 8		1--0--0		
Jeeragay ½ pavu		0--2--6		
Coffee 1½ viss		3--6--0		
Fuel 30 Maunds		6--0--0		
Gingily oil, Cocoanut oil and Gaster oil		6--8--0		
Bengal gram dhall ½ seer		0--3--0		
oap nuts		0--4--0		
meric		0--2--0		
etables once in four days		1--0--0		
s 15 seers		2-11--0		
15 seers		3-12--0		
erman		1--8--0		
er		1--0--0		

Total monthly expenditure i

59--3--7
7--9--4
Rs 66-12-11

CB 1070

THE MYSORE NON-GAZETTED OFFICERS' ASSOCIATION.

No. 3.

To

C. S. Balasundaram Iyer, Esq., B.A.,

Chief Secretary to Government of Mysore,

Bangalore.

Sir,

We are directed by the Committee of the Association to forward herewith for the information of Government a copy of the Proceedings of the General Meeting of the Association held on the 4th April 1920 together with a copy of the Rules relating to the working of the Association as passed at the General Meeting. A memorandum explaining the objects of the Association is also appended to the Rules.

Yours obediently,

Provisional Secretaries.

Bangalore, April 10th.

Encl. 2.

Proceedings of the first General Meeting of the Association held in the Hall of the Sree Chamarajendra Sanskrit College, Fort, Bangalore City on Sunday the 4th April 1920 commencing from 5 p.m. with Mr. M. Chengiah Chetty, Presider of the City Committee of the Civic and Social Progress Association in the Chair.

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1. Mr. T.K. Someswara Iyer read the proceedings of the last General Preliminary Meeting of the Association held on 24th February 1920 and after giving a brief report of the work done by the Provisional Committee between the last General Meeting and up to date moved that the same be confirmed. The proposition was seconded by Mr. M. Ramaswamayya and carried.

2. Mr. T.K. Someswara Iyer read Government Proceedings No.1779/E.A.G. dated 12th March 1920 recording the resolution passed at the General Preliminary Meeting for the formation of the Association and moved that the proceedings of Government be placed on record. The motion was seconded by Mr. M. Ramayya & was unanimously carried.

3. Mr. T. K. Someswara Iyer in moving the following proposition

"That the draft rules drawn up by the Provisional Committee be adopted with the amendments and corrections since adopted" said

that in accordance with the resolution at the last General ~~Meeting~~ Preliminary Meeting, draft rules were framed by the Provisional Secretaries which were then discussed in detail at the meeting of the Provisional Committee and finally passed by that Committee on the 25th March 1920. That the rules were framed on the lines of those adopted by the Madras Non-Gazetted Officers' Association but

certain departure had been made from them in several important particulars so as to suit the local conditions and as these were sufficiently well discussed in the Committee Meetings they may be duly adopted after considering the amendments which had been sent beforehand in accordance with the notice.

Mr. B. Ramayya seconded the motion.

Mr. E. Rama Rao said that as some of the members had not studied the draft rules beforehand it would be advantageous in the interests of such members to consider the Draft Rules in detail.

Mr. A. Narasimhachar observed that the Draft Rules were well scrutinised by the Provisional Committee and that alterations suggested at the spur of the moment in particular clauses would not help them but on the other hand might even makes the rules inconsistent when read as a whole If any particular rule or rules were unworkable or the wording obnoxious the members were at liberty to suggest amendments.

The amendments sent by members were then considered.

Mr. S. Gopaliengar of the Chief Court moved that Rule 5 regarding subscription be amended as follows.

		for ½
Those drawing a pay of Rs.30 & under		Rs.0-4.0
	50	8
	75	12
	100	1-0-0
above	100	1-8-0

He considered the change necessary as it was desi: to have an intermediate class between 50 a 100 and also persons drawing Rs.100 and above co plained that the rates were rather high.

Mr. Madhava Rao seconded the amendment.

Messrs. Jamkhandi Srinivasarao and K. Krishna Rao opposed the amendment on the ground that the rates were fair and unless the Association had sufficient funds no useful work could be done.

Mr. T.K. Someswara Iyer said that the rates were fixed by the Provisional Committee after great consideration and they compared very favourably with those fixed at Madras as members drawing less than Rs.30 had to pay there 8 annas per half year whereas here they had to pay only four annas. As the Association had a large programme before it he would request the members to approve the rates fixed by the Provisional Committee and not press the amendment.

After some discussion Mr. Rajagopaliengar withdrew his amendment.

Certain verbal alterations suggested by Mr. S. Kuppuswami Aiyar, Manager, Revenue Commissioner's Office in Rules 9, 27, 32 and 35 were not considered as the mover was absent.

The proposition was then put to vote and carried unanimously.

4. Mr. A. Narasimhachar, Superintendent, Comptroller's Office in moving the following resolution

"That the following scale shall be adopted in regard to the election of members of the Executive Committee represnting the various Departments of the State".

said that a list had been prepared by him at the request of the Provisional Committee of the several offices at headquarters and the number of non-gazetted officers employed in each. According to the list which was a very rough one there were about 73 offices employing over 2,200 off-

The main object kept in view by the Provisional Committee in preparing the electoral list was that the Executive Committee should be as representative as possible. The power of returning members under the suggested arrangement does not depend on the total strength of the office as two has been fixed as the maximum number for big offices like the Comptroller's office containing nearly 300 hands. On the other hand even offices having 10 or 12 hands return one member. In the case of offices having only one or two hands they have been grouped together according to Departments.

The annexed list was then read out.

Mr. C.S. Anantapadmanabha Iyer while seconding the propisition said that it was desirable that the members should concentrate their attention on the programme of the year which was a long one instead of discussing the arithmetical proportion regarding the electorate to be fixed.

The proposition was then put to vote and unanimously passed.

5. In accordance with the electoral list passed in Resolution No.4 the Executive Committee was formed as hereunder.

Revenue Commissioner's Office.

Mr. M.A. Srinivasiengar, (Proposed by Mr. Lakshminaranappa and seconded by Mr.Subramanyam of the Revenue Commissioner's Office)

Dy. Commissioner's Office & Asst. Commr.Office.

Mr. K. Krishna Rao (Proposed by Mr.Ramakrishnay and seconded by Mr. M.A.Srinivasiengar of the Deputy Commissioner's office)

Bangalore Taluk Office & Shekdari Training School:

Mr. K. Subba Rao Naik (proposed by Mr.Arunachal Sastry and seconded by Mr. Govindayya)

Revenue Survey Offices (proposed by Mr. Mr.D.Ramachandra Rao and seconded by Mr.Nagesara

General and Revenue Secretariat.

Messrs: T.K. Someswara Iyer and B.Ramayya (proposed by Mr. S.K. Venkataramana Iyer and seconded by Mr. K. Gundu Rao)

Comptroller's Office

Messrs: Narasimhachar and K.Srinivasamurti (proposed by Mr. and seconded by Mr.

Muzrai Department.

Mr. M. Ramaswamayya (proposed by Mr. and seconded by Mr.

Chief Court and office of Government Advocate

Mr. S. Rajagopaliengar (proposed by Mr.G.Hanumantha Rao and seconded by Mr. Gundayya)

District and Session Judge's Court, Sub Judge's Court Munsiff Courts.

Mr. Gurumurtiah, (proposed by Mr.M.Narasimiahmurti and seconded by Mr. Krishnappa)

Economic Development Board, Central Boards and Economic Journal.

Mr. C.N. Subba Rao (proposed by Mr. Jamkhandi Srinivasa Rao and seconded by Mr. B. Venkoba Rao)

Education Department. Director Mr.L. Bhima Rao
Tutorial Staff. Mr. C.S. Ananthapadmanabha Iyer (proposed by Mr. Wadiyar and seconded by Mr. D.K.Ramachandraiah)

Agricultural Department. Messrs. N. Venkatasubbiah and K.G. Ramaswamiengar (proposed by Mr.Srinivasa Rao and seconded by Mr. Subba Rao)

Army Mr. L. Raghavendra Rao (proposed by Mr. C. Kuppuswami Rao and seconded by Mr. S. Narayana Rao)

As the Forest, Excise, Stamps and Registration, Geological, Miscellaneous Departments, Press and Stationery, Medical, D.P.W., Electrical, Education Dept., (Inspecting Staff), Industries and Commerce, Cooperative Department, City Municipality and Railway Departments were not sufficiently represented at the meeting to elect members it was resolved that the said Departments be requested to elect their representatives and intimate the same to the Provisional Secretaries within ~~a week~~ a month.

5. Election of Auditors for the current year.

Mr. C.N. Subba Rao moved that Messrs. V.S. Subba Rao of the Comptroller's Office and T. Subba Rao of the Muzmai Superintendent's Office be appointed Auditors in accordance with the recommendation of the Provisional Committee.

The proposition was seconded by Mr. K.P. Subramanyam Iyer and carried nem con.

6. In moving the following resolution

That steps to be taken to register the Association under Regulation No.111 of 1904.

Mr. M.A. Srinivasiengar said that the Registration of the Association besides adding to the stability and dignity of the Association would facilitate its dealings with the members and outside public and safeguard the property and funds of the Association. The other advantages of Registration were that the Association could not alter its aims and objects indiscriminately and also on the even of dissolution of the Association (which he hoped would never take place any property whatsoever after satisfaction of all debts and liablities instead of being distributed among the members shall be given to some other society and thus the good work will go on for ever. For these reasons he would strongly commend the proposition for the consideration of the members.

The proposition was seconded by Mr. L. Bhima Rao and carried nem con.

7. Mr. B. Ramayya in moving the following proposition

That the Association do take necessary steps to secure housing facilities to such of its members who are in urgent need of the same.

said that the time was long past when it was considered a luxury for a Government servant

of limited means to have a house of his own. The only facilities that existed at present for poor officials was the house building advance of an years pay from Government and some financial assistance from Co-operative House Building Societies. In the present hard days the above mentioned help was so ineffectual that the official has to think of disposing of the property to be rid of the bother before the house was half finished. The house rent was trible or even 4 times to what they were 4 to 5 years back. The condition of the non-gazetted officer who is the backbone of administration is most deplorable and it is as much the interest of Government to protect him and relieve him from the suffering as it is the interest of the official to exert to help himself in providing himself with a home of his own. The problem is no doubt a difficult one and he would accordingly recommend the formation of a small sub committee to consider the question in all its aspects so that a definite scheme may be submitted to Government.

Mr. S. Nagappa seconded the proposition and suggested that a sub committee may be appointed by the General body for the purpose. Mr. T.K.Someswara Iyer said that under Rule 14 the Executive Committee had power to constitute sub committees and as such the formation of the sub committee may be left to the Executive Committee.

He further added that the Chief Secretary and the Efficiency Audit Officer had met the members of the Provisional Committee with regard to this important question and at their suggestion statistics had been collected of the requirements of the officials regarding housing accommodation and

the resources available. A scheme was being worked out by which sites would be given at very favourable rates and money advanced at 5% interest to be repaid in 30 years.

8. Mr. A. Narasimachar in moving the following proposition

That the Committee shall take immediate steps regarding the alleviation of the present condition of the non-gazetted officers of all grades by arranging for a due representation of the same to Government with a view to get early relief on the following scale pending any general revision of pay which may be deemed necessary by Government by the appointment of a Committee if need be.

For Rs.50 & below	... 50% of pay subject to a minimum of	Rs.15 p.m.
Above 50 & up to Rs.100	... 30% of pay subject to a minimum of	Rs.25 p.m.
100 & up to 200	... 20% of pay subject to a minimum of	Rs.30 p.m.
200	... 15%	Rs.40.

said that one view of the question was that they should realise the position of their employers and as such the demand should be moderate. Happily there were one or two facts in their favour in that there was general agreement that there was abnormal rise in prices and that it was also an uncontrovertible fact that the man with a fixed salary was hard hit. There was visible manifestation of distress and as such no body for a moment doubted that substantial relief should be afforded to the officials come from Government. Their present prayer was that relief may be given immediately. Conditions in Mysore could not be compared with places like Madras and Bombay. The scales of pay were fixed long ago at a time when Mysore was less expensive than the places on the sea coast and accordingly the rates have been far lower and have continued to be so. In the reorganisation of certain departments, such as the Revenue Department, no doubt there has been a slight increase in the average rate of pay namely by about 20% the average rate of pay 15 years ago being Rs.21 as against Rs.25 at present. But as against the

the slight increase the prices have risen from 200 to 300% practically in almost all commodities affecting our class. On account of transport facilities and the conditions brought about by the great war the prices had become uniform all over the land. As such when rates of pay have been increased by about 50% in places like Bombay and the Punjab it will not do if the same percentage of increase is given here because the scales of pay were fixed far lower long ago in accordance with the then prevailing prices when it was possible for a person drawing a pay of Rs.15 to support a family.

One other thing he wished to urge in this connection was the suggestion put forward by some thoughtless persons that the formation of Associations is a sort of contagion and people wanted to imitate what was done in other parts. No body could refute the argument that similar causes are present here which have made it incumbent on them to form themselves into an Association.

Mr. Mamtaz Hussain in seconding the proposition said that the members should make a determined effort as no body was in a position to refute that their cause was a just one.

Mr. T. Raja Rao said that they may represent to Government for giving retrospective effect to the increases of pay with effect from January 1920.

The following proposition

"That this Association resolves that a deputation do wait on the Dewan and make a representation for the immediate alleviation of the suffering of all grades of non-gazetted officers"

was put to the vote and carried nem con.

The President said that he would be glad to head the deputation.

9. Mr. K. Krishna Rao in moving the following proposition

proposition

9. Mr. K. Trivedi then moved the following

the deputation.

The President said that he would be glad to hear

was put to the vote and carried nem con.

non-gazetted officers

immediate alleviation of the suffering of all grades of

do wait on the Dewan and make a representation for the

That this Association resolves that a deputation

The following proposition

increases of pay with effect from January 1920.

Government for giving retrospective effect to the

Mr. T. Raja Rao said that they may represent to

was a just one.

be no body was in a position to refute that their cause

said that the members should make a determined effort

Mr. Ramesa Mudaliar in seconding the proposition

themselves into an Association.

here which have made it convenient on them to form

the numerous argument that similar causes are present

what was done in other parts. No body could refute

is a sort of contagion and people wanted to initiate

thoughtless persons that the formation of Associations

connection was the suggestion put forward by some

On the other hand he wished to urge in this

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became the scales of pay were fixed for lower long

if the same percentage of increase is given here

80% in places like Bombay and [illegible] it will not do

each when rates of pay have been increased by about

the prices had become uniform all over the land. As

and the conditions brought about by the great war

ing our class. On account of transport facilities

to 800% practically in almost all commodities affect-

the slight increase the prices have taken from 200

"That this meeting invites the non-gazetted officers in the Mofussil to start District Associations and to affiliate them to this Association"

said that it was desirable to form similar organisation in the Districts to promote esprit de ~~xxxx~~ corps among all the Non-Gazetted Officers of the State.

The proposition was seconded by Mr.A.Govindaraj Naidu ~~Modaliar~~ and carried nem con.

10. Chairman's remarks.

Mr. Chengiah Chetty said that it gave him very great pleasure to see that the Association had taken shape in such a short time. He was particularly glad to see that the misapprehension in certain minds that unwieldly committees of 30 members would not work had disappeared and that it was possible for the Provisional Committee to meet half a dozen times and do ~~he~~ substantial work. He had no doubt that if the Association worked with the same energy and enthusiasm they would surely succeed in all their undertakings.

Mr. Jamkhandi Srinivasa Rao on behalf of the Associations thanked Mr. Chengiah Chetty for kindly presiding over the meeting. After the Chairman was garlended the meeting dispersed with three cheers to their Highnesses the Maharaja and Yuvaraja and the Diwan

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Revenue Commissioner's Office ...	1	
Dy. Commissioner & Asst. Commr. Office	1	
Bangalore Taluk Office	1	
Revenue Survey & Settlement ...	1	
Forest Department	2	
Excise Department	1	(Reserved)
Registration and Stamps ...	1	
General & Revenue Secretariat ...	2	
Comptroller's office	2	
Muzrai Department	1	
Geological Department	1	
Other Miscellaneous Departments ...	1	
Printing, Stationery & Stamp mafcy....	1	
Chief ~~Secretary~~ Court and Govt.Advocate	1	
Dt. & Session Court and other Courts	1	
Medical Department	2	
Sanitary Department	1	
D. P. W.	2	
Electrical Department	1	
Economic Conference	1	
Education Department	3	(including schools)
Agricultural Department ...	2	
Industries and Commerce ...	1	
Cooperation	1	
Army	1	
Railway Department	1	
City Municipality	1	
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RULES

OF

The Mysore Non-Gazetted Officers' Association, Bangalore.

(As approved at the Genl. meeting, 4th Apl. '20)

1. *Name.*—The Association shall be styled the Mysore Non-Gazetted Officers' Association.

2. *Office.*—The Office of the Association shall be in the City of Bangalore.

3. *Objects of the Association.*

[*a*] To advance the social, moral and material welfare of the members.

[*b*] To promote *esprit de corps* amongst all Non-Gazetted Officers.

[*c*] To consider and suggest improvements in their conditions of service and prospects of pay, pension and allowances.

[*d*] To protect and promote the common interests of all classes of Non-Gazetted Officers.

[*e*] To start and work such schemes as may be beneficial and conducive to the amelioration of its members, *viz.*, co-operative housing and other schemes, insurance scheme, pension-contribution, provident fund, scholarship Fund, widows and orphans fund, sickness and marriage provision etc.

[*f*] To foster a spirit of manliness, self-help, self-reliance and self-respect among its members.

[*g*] To infuse among its members principles of thrift, economy, social-service and social help.

[*h*] To make them efficient public servants and useful citizens.

4. *Membership.*—All Non-Gazetted Officers in Bangalore belonging to the superior service shall be eligible to become members of the Association.

5. *Subscription.*—Each member shall pay a half-yearly subcription in advance at the rates specified below :—

Those who draw up to Rs. 30 per mensem :—		4 annas per	half-year—January to June—July to December.
Do.	Rs. 30 and above up to Rs. 50	0-8-0	do.
Do.	Rs. 50 and above up to Rs. 100	Re. 1	do.
Do.	Rs. 100 and over	Rs. 2	do

6. *Application for Membership.*—Candidates applying for admission shall pay an entrance fee of 4 annas and sign a declaration in the form appended to these rules. Applications for admission after 1st May 1920 shall be supported by two members of the Association.

7. *Life Members.*— Non-Gazetted Officers who pay a donation to the Association of not less than Rs. 50 in a lump sum or by not more than twenty-five monthly instalments shall become life members.

8. *Hony. Members.*—Gentlemen [other than Non-Gazetted Officers] who evince marked interest in and active sympathy with the objects of the Association may be elected as Honorary Members by the Executive Committee.

9. *Removal of Members owing to non-payment.*—If members neglect to pay their subscriptions continuously for two half-years, their names shall be liable to be removed from the register of members after due notice, provided that the Executive Committee may after satisfactory explanation readmit such members after recovering the arrears.

10. *Office-Bearers.*—The Office-bearers of the Association shall consist of a President, a Vice-President, a Secretary, a Joint--Secretary and a Treasurer.

11. *General Management vested in Executive Committee.*—The general direction, management and transaction of business connected with the affairs of the Association shall be vested in the Executive Committee consisting of the office-bearers and 30 members with power to add to their number not exceeding five.

12. *Election of Office-Bearers and Committee.*—The Office-Bearers shall be elected by the General Body of members at the Annual General Meeting of the Association and the members of the Executive Committee by the several offices according to a scale to be fixed from time to time.

13. *Filling up of Vacancies.*—Vacancies occurring during the year among the office-bearers will be filled up by the Executive Committee and those in the Executive Committee shall be filled up by the Executive Committee in consultation with the electorate concerned. Any person so appointed shall hold office until the next Annual General Meeting

14. *Committees.*—The Executive Committee out of its own body shall appoint as many Standing Committees and Sub-Committees as may be necessary.

15. *Members of Executive Committee.*—Any member of the Executive Committee who without previous notice absents himself for three consecutive meetings shall be considered to have vacated his seat, but shall be eligible for reinstatement.

16. *Executive Committee Meetings*—The Executive Committee shall meet every month or oftener if convened by the President or by a requisition signed by 5 members of the Executive Committee.

17. *Affiliated Associations.*—Similar Associations in the mofussil may be affiliated to this Association. The affiliated Associations shall be required to send their reports annually so that they may be briefly incorporated in the Annual Reports of the Association. They shall be required to contribute to the funds of this Association not less than Rs. 10 per annum.

18. *President.*—The President when present, shall preside at all meetings of the Association and of all its Committees and shall regulate all their proceedings. During the absence of the President, the Vice-President or in his absence a Chairman elected shall act for him.

19. *Secretary.*—The Secretary shall convene meetings of the Association and the Executive Committee and keep a record of their proceedings. He shall be responsible for carrying out the resolutions of the Association and of the Executive Committee.

20. *Duties of the Treasurer.*—The Treasurer shall receive all monies due to the Association, grant receipts for the sums received by him, pay the Secretary or the Joint Sectetary such sums as

The Mysore Non-Gazetted Officers' Association
Bangalore.

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CORRIGENDA TO DRAFT RULES

(As approved by the Provisional Committee at its Meeting held on 25th March 1920.)

1. Delete rules 8, 10 and 12 on page 2.

2. For rule 11 (General Management vested in Executive Committee) substitute the following:—

"The general direction, management and transaction of business connected with the affairs of the Association shall be vested in the Executive Committee. The Committee shall consist of not less than 30 and not more than 40 members of whom not more than 35 shall be appointed on the recommendation of the several offices in accordance with a scale to be fixed from time to time by the General body and the rest shall be co-opted according to the discretion of the Executive Committee. The Committee shall elect from among themselves a President, a Vice-President, a Secretary, a Joint Secretary and a Treasurer to be Office-bearers.

3. In line 2 of Rule 16 read the word "Secretary" for the word "President".

4. In the first sentence of Rule 18 instead of the word "Association and of all its Committees" read "Executive Committee".

may be required for the ordinary expenses of the Association and shall submit monthly to the Executive Committee a statement of receipts and expenses. He shall be accountable for all sums received and paid by him.

18 ~~21~~ *Duties of the Joint Secretary.*—The Joint Secretary shall do such work as is assigned to him by the Executive Committee and shall otherwise help the Secretary. In the absence of the Secretary, the Joint Secretary shall act for him.

19 ~~22~~ *Funds.*—The capital of the Association shall consist of :—

1. Subscriptions.
2. Donations given for specific objects such as scholarships, &c.
3. Reserve Fund, including such portions of the savings from the income of the Association as may from time to time be decided upon by the Executive Committee to be transferred to this head.
4. Special Funds.

All collections and subscriptions shall be deposited by the Treasurer in such Bank as may be decided upon by the Executive Committee. The cheque book shall be retained in the custody of the Treasurer and all cheques shall be signed by the President or the Vice-President.

Government securities shall stand in the individual names of two office-bearers of the Association to be selected by the Executive Committee. Fixed deposit receipts shall be in the name of the Association.

20 ~~23~~ *Accounts and Audit.*—Two Auditors shall be elected at the general meeting to audit the accounts of the year and a certified Balance Sheet shall be published along with the Annual Report.

21 ~~24~~. *Requisition for Extra Ordinary Meeting.*—The Executive Committee may, of its own motion or the Secretary shall and on the requisition in writing of not less than 50 members specifying the object of the meeting, convene an extraordinary general meeting on giving 14 days notice to all members.

22 ~~25~~. *Quorum.*—Seventy members or one-fourth of the total number of members whichever is less shall form a quorum for a general meeting and ten for an Executive Committee meeting. The quorum for a Sub-Committee meeting shall be two-thirds of its members.

23 ~~26~~. *Special Resolutions or Propositions.*—If a member of the Association desires to move any resolution or proposition at the Annual General Meeting he must give notice of the same to the Secretary in writing at least 15 days prior to the date of the said meeting and the Secretary shall give at least 7 days' notice of such resolutions or propositions to the members.

24 ~~27~~. *Transaction of business at Executive Committee Meetings.*-The Executive Committee shall meet ordinarily once a month to transact the following business :—

(*a*) To read and confirm the minutes of the previous meeting and to consider the Reports of the Committees.

(*b*) To pass accounts, if any.

(*c*) To dispose of applications for admission to and withdrawals from membership, and to consider the case of any member whose subscription may remain unpaid for two half-years or more.

(*d*) To consider any other subject on the agenda.

25 ~~28.~~ *Annual General Meeting.*—The year of the Association will close with the Calendar Year and the Annual General Meeting will be held not later than 31st March—

(*a*) to adopt the Annual Report which should comprise a review of the progress of the Association ;
(*b*) to consider and settle the programme of work for the ensuing year ;
(*c*) to elect Office-Bearers and Members of the Executive Committee and two Auditors ; and
(*d*) to consider other propositions on the Agenda.

26 ~~29.~~ *Representatives of Associations at Annual Meetings.*—Affiliated Associations shall be invited to depute Delegates to the Annual General Meeting.

27 ~~30.~~ *Notice of Annual General Meetings.*—Three weeks' previous notice of the date of Annual General Meeting shall be given by the Secretary to every member.

28 ~~31.~~ *Adjournment.*—If within 30 minutes from the time appointed for the meeting, a quorum is not available, the meeting, if convened upon such requisition as aforesaid, shall be dissolved, but, in any other case, it shall stand adjourned to the same day in the next week at the same time and place and if at such adjourned meeting there is no quorum, those members who are present may transact the business for which the meeting was called.

29 ~~32.~~ *Decision by Votes and Casting Vote.*—All propositions brought forward at any meeting shall be decided by a majority of votes. Each member shall have one vote. In case of an equality of votes the President or the Chairman shall have a casting vote. No member whose subscription is in arrears for two half years shall be entitled to vote.

30 ~~33.~~ *By-laws.*—The Executive Committee shall have the power to frame by-laws from time to time for the general management of the Association. to be confirmed at its Annual Genera Meeting. But they shall be regarded as valid and acted upon pending such confirmation.

31 ~~34.~~ *Cessation of Membership.* A member's connection with the Association may be terminated in any of the following ways :—

[*a*] by voluntary resignation as provided in Rule 24;
[*b*] by his failure to pay his subscription as provided in Rule 8;
[*c*] by death
[*d*] by expulsion as provided in Rule 35.

32 ~~35.~~ *Misconduct of Members affecting the Association.*—In the event of the conduct of any ordinary, Life ~~or Honorary~~ Member of the Association, either in or out of the Association, appearing to the Executive Committee to be unbecoming the character of a gentleman or being injurious to the character of the Association or in the event of any circumstance occurring, not specially provided for, and likely to disturb the order and harmony of the Association or to endanger its stability or in the case of any serious infraction by such member of the Rules of the Association or Bye-laws of the Committee, the Executive Committee shall take immediate notice of such conduct or occurrence and may direct that such member be removed from the list of members subject to a right of appeal to the general body of members.

33 ~~36.~~ *Suits.*—Suits by or against the Association shall be brought in the name of the Secretary of the Association for the time being.

B. S. Iyengar, Printer and Stationer, B.-City.

THE MYSORE NON-GAZETTED OFFICERS' ASSOCIATION, BANGALORE.

MEMORANDUM OF ASSOCIATION.

To be filed with the Registrar of Joint Stock Companies on 1920.

I. Name—The Mysore Non-Gazetted Officers' Association, Bangalore.

II. *Objects of the Association.*

(*a*) To advance the social, moral and material welfare of the members.

(*b*) To promote *esprit de corps* amongst all Non-Gazetted Officers.

(*c*) To consider and suggest improvements in their conditions of service and prospects of pay, pension and allowances.

(*d*) To protect and promote the common interests of all classes of Non-Gazetted Officers.

(*e*) To start and work such schemes as may be beneficial and conducive to the amelioration of its members, *viz.*, co-operative housing and other schemes, insurance scheme, pensions contribution, provident fund, scholarship fund, widows and orphans fund sickness, marriage provision etc.

(*f*) To foster a spirit of manliness, self-help, self-reliance and self-respect among its members.

(*g*) To infuse among its members principles of thrift, economy, social-service and social help.

(*h*) To make them efficient public servants and useful citizens.

III. Any kindred object or objects calculated to improve the conditions of service and prospects of pay and pension can be added at a general meeting of the Association at which not less than three-fifths of the members then existing are present and vote.

IV. Names, addresses and occupations of the governing body *i.e.*, office-bearers and executive committee :—

We, the several persons, who have hereunto subscribed our names are desirous of being formed into a society in pursuance of this Memorandum of Association.

Witness to the above siguatures ;—

Proceedings of the third meeting of the Finance Committee held at 12 noon on Monday the 5th July 1920.

***

All the members excepting Mr. Cadambi were present.

The first subject on the agenda, viz., the grant of allowances to low-paid officials and menials on account of high prices was taken up. The Financial Secretary pointed out that allowances now granted to the men were:

(1) Grain Compensation allowance under the rules in the Mysore Account Code.	To all men in receipt of pay of Rs.30 and under.
(2) War allowance at one anna in the rupee.	To all men on pay of Rs.50 and under.

The alternative proposals made by the Financial Secretary involving an expenditure of about 22 lakhs on the whole and that of the sub-committee costing about 23¾ lakhs were considered and it was then resolved that the following scale of relief may be -- f i x e d:

I. M e n i a l s.

(1) To those receiving pay up to and inclusive of Rs.5 per mensem.	100 per cent. increase.
(2) To those receiving pay from Rs.6 to Rs.10 (inclusive)	An increase of Rs.5 per m e n s e m.

Note.--The total emoluments including this allowance will be subject in (1) and (2) above to a minimum of Rs.12 in the cities of Bangalore and Mysore and of Rs.10 in other places.

(3) To those receiving pay from Rs.11 to Rs.15 (inclusive).	An increase of Rs.6 per m e n s e m.
(4) To those receiving pay from Rs.16 to Rs.35 (inclusive)	An increase of Rs.7 per m e n s e m.

The total cost of this relief amounts to Rs.1,02,618 per mensem.

It was suggested that steps should be taken to reduce the number of menials with a view to minimise the extra cost as far as possible.

II. Clerical Staff.

It was resolved that relief should be afforded to all those in receipt of salary up to Rs.100. There was some difference of

opinion

opinion in this matter, some members proposing that the limit might be fixed at Rs.75 and Rs.80. But it was finally resolved at the instance of Dewan Bahadur Mr. K. P. Puttanna Chetty that relief may be given up to the limit of Rs.100 pay. It was then finally resolved that the sub-committee's proposal which was to the following effect may be adopted, subject to the proviso that the rules regarding appointment and promotion laying down general qualifications should still be adhered to:--

(1) Up to pay of Rs.19 — Increase of Rs.8 per mensem.

(2) Above Rs.19 — do Rs.10 do

The cost of this relief amounts to Rs.72,736 per mensem or Rs.8,72,832.

As, under the scheme of re-organization proposed to be introduced in accordance with the Education Memorandum, the schoolmasters' pay will be enhanced taking into account the present economic conditions, the Chairman suggested that schoolmasters may be excluded from the list of persons to be given the proposed relief. The Inspector-General desired to be assured that the schoolmasters would be entitled to allowances if any to be granted later on on account of grain compensation under the rules to be hereafter revised and that they should also be entitled to the benefits of any special minima of pay or any special allowances given to men of equal qualifications in the general line.

The opinion of the members was divided on the question of the period for which the increases of pay now proposed should continue. Some suggested 3 years, and others 5 years and Mr. C.R. Reddi proposed that these allowances might continue until further orders of Government in the matter. It was also resolved that the present Grain Compensation Allowance rules may be revised so as to allow of relief whenever Ragi is sold at less than 6 seers per rupee.

The second subject on the agenda, viz., the question of retrenchment was then taken up. Rao Bahadur Mr. M. C. Rangiengar's proposition, of which he had given notice in his letter of 28th June

1920, to appoint a small sub-committee consisting of one Government Officer and one or more non-official members to investigate and report to the Finance Committee whether any and if so what reduction can be made consistently with the maintenance of efficiency in each department, was not accepted by the members as it was -- -- thought that the appointment of sub-committees would not help the solution of the question.

After reading all the letters sent up by the non-official members suggesting retrenchments for the consideration of the Committee and considering generally the feasibility of giving effect to the schemes of retrenchment proposed, and after eliminating subjects which, on explanation, the non-official members were prepared to withdraw or not to press, the Chairman stated that the following were the broad questions arising out of the several proposals for consideration and discussion by the Committee, after the Secretariat has ~~prepared~~ furnished a note on the history of each case, cost, comparative figures, etc.

(1) Is any retrenchment possible under the following?

The Revenue Member of Council,
The Revenue Secretary and the Revenue Secretariat, and
The Revenue Commissioner and his office.

The non-official members were requested to submit to the Committee definite suggestions in the matter.

(2) Whether any retrenchment is possible in the appointments of

The Financial Secretary,
The Secretary, Education & Agriculture,
The Revenue Secretary,
The Munsif Secretary,
The Under and Assistant Secretaries,
The Chief Superintendents and
The Superintendents, and
The Secretariat Establishment,

and if so, what.

(3) The scheme of providing Personal Assistants to the Deputy Commissioners may be examined. It may also be investigated whether Bangalore and Mysore District Deputy Commissioners cannot manage -- without Personal Assistants.

(4) With reference to the proposed retrenchments in the Forest Department, the Chairman explained the Forest policy adopted by all civilised countries and how the Mysore forest wealth other than sandalwood remained undeveloped for want of adequate staff in the previous years and observed that the reorganization of the department recently sanctioned should be given a fair trial. For the information of Messrs. Balakrishna Rao and Subbaiya, the following may be supplied.--

1. The order of Government to the reorganization of the Forest Department.
2. Mr. Datta's note on the re-organization scheme.
3. Statistics, if any, required, comparing area, etc, in Mysore with British Indian provinces. Printed collections, if any, may also be given to them.

(5) With reference to suggested retrenchments in the charges -- relating to the Staff and Household of His Highness the Maharaja, the non-official members thought that their ~~xxxxxx~~ prayer soliciting His Highness' orders to effect any economy considered possible in these charges might be submitted for the gracious consideration of His Highness.

(6) The strength of the Executive Council was the next subject which the non-official members wanted to be examined.

(7) As regards suggested retrenchments in the Industries department the Chairman said that a scheme of re-organization for this -- department was now under the consideration of Government and the broad lines of this re-organization were then explained to the members.

(8) Public Works Department.-- All the non-official members pressed for the abolition of the appointments of Superintending Engineers and of all temporary establishment in the department. The Chairman suggested that local conditions should be considered in discussing such matters. For instance, they had to consider if it was possible to exercise in this State any supervision over the executive direct from the Central Office without an intermediate superintending agency. As regards temporary establishment it was

explained that it was a special feature of the Public Works Department to have temporary staff for works which involved employment of additional staff for the period the works were in progress and to be disbanded after their completion as the arrangement was more economical. It was stated that the members would be given the following:

1. A statement showing the sanctioned cadre of Engineering establishment. (Permanent.)
2. A statement of temporary establishment sanctioned from year to year or otherwise.
3. The total outlay on works during the past five years.
4. The outlay to be incurred during the next five years.

It was also pointed out by the Chairman that his scheme of re-organization will be placed before the members and if after seeing it they still pressed the question, this might be done at a subsequant meeting.

State Railways.--It was pointed out by the Chairman that a small railway system was always more costly. He also said that as a result of investigations made for retrenchments in the Railway department, it was considered possible by Government to combine the Loco and Carriage departments and to abolish Railway Construction Superintending Engineers after the surveys and constructions now undertaken are over.

(9) Account Department.--It was explained by the Chairman that it was quite recently after investigation into all the details of work to be done in the Account Office by an expert Financial officer of the Government of India that the re-organization of this department had been sanctioned by Government and that a perusal of the Government Order sanctioning the reorganization and Mr. Datta's note containing his proposals in the matter would convince the members that the establishment is not more than what it ought to be. Besides, the Financial Secretary and the Comptroller pointed out that it was not fair to compare the present and the pre-existing number of Assistant Comptrollers without regard to the fact that the Comptroller's department now undertakes additionally, audit of Public

Works Department, Railways, Industrial concerns, etc. These papers would be furnished for the information of the members.

(10) Assistant Commissioners.--The details of existing charges which were explained by the Chief Secretary were considered and it was roughly calculated that it might be possible to reduce the number of Assistant Commissioners by about half a dozen. It was then thought that the matter might be further considered after a statement showing the sanctioned cadre of Assistant Commissioners, the charges assigned to them and of all appointments of officers enjoying the pay and status of Assistant Commissioners outside the cadre, was furnished to the members.

(11) Military.-- A suggestion that retrenchments to the extent of about a lakh may be made under this head made by the non-official members was not considered as it was outside the scope of discussions in Committee under para 6 of G.O.No.Fl.5197-246/G.F.112-17-5 dated 20th March ~~1922~~ 1918.

The procedure to be adopted in further considering the above subjects was then proposed by the Chairman and agreed to by the members

1. Notes will be put up by the Secretariat furnishing the data available for considering proposals for retrenchments made by the non official members.

2. Printed papers, orders or collections available on the subjects will also be furnished.

3. All the non-official members, the head of the department concerned and the Secretary to Government in the administrative department concerned may meet to discuss each subject and make definite proposals for consideration.

4. After materials are collected, notices of meetings to be held should be sent to the non-official members. Dewan Bahadur Mr. Puttanna Chetty suggested that the assistance of the Financial Secretary might also be made available for considering retrenchment proposals and that he might be the convener of the meeting to be held for consideration of these subjects.

It was urged by the non-official members that possible retrenc
ments

retrenchments in the General Administration and in the Secretariat may be first taken up for consideration at meetings to be held at short intervals as many times as may be necessary and that specific proposals relating to these departments may be submitted to the -- Finance Committee in a meeting to be convened if possible about the middle of August next.

By Order,

Secretary, Finance Committee.

Abstract showing the amount involved by the grant of temp. allces.

Rates.

Superior Staff.--

Up to Rs.19 ..Rs. 8
Rs.20-Re.100 ..Rs.10

Inferior Staff.--

Below Rs.6 ..100 % subject to a minimum of Rs.10.
Rs. 6-Rs.10 ..Rs.5
Rs.11-Rs.15 ..Rs.6
Rs.16 and above..Rs.7

(i) Exclusive of Schoolmasters, Limit Rs.100

Superior Staff .. Rs. 72,756
Inferior Staff .. Rs.1,02,618

Rs.1,75,354 per mensem
or Rs. 21,04,248 per annum.

(ii) Exclusive of schoolmasters, Limit Rs.80.

Superior staff .. Rs. 68,666
Inferior staff .. Rs.1,02,618

Rs.1,71,284 per mensem
or Rs. 20,55,406 per annum.

(iii) Inclusive of schoolmaster, Limit Rs.100.

Superior staff .. Rs. 93,544
Inferior staff .. Rs.1,02,618

Rs.2,01,162 per mensem
or Rs. 24,13,944 per annum.

(iv) Inclusive of Schoolmasters, Limit Rs.80.

Superior staff .. Rs. 94,274
Inferior staff .. Rs.1,02,618

Rs.1,96,892 per mensem
or Rs. 23,62,704 per annum.

Statement showing the details of establishment and the cost involved by the grant of temporary allowances.

Rates.	Pay. Rs.	Teaching staff. No.	Amount.	Others. No.	Amount	Total No.	Total Amount. Rs.
Superior Staff.							
Upto Rs.19...Rs.8	10	534		64		598	
From Rs.20...Rs.10	12	444		67		511	
	13	..		2		2	
	14	158		9		167	
	15	386		528		914	
	18	209		16		225	
	19	..		91		91	
		1,731	13,848	777	6,216	2,508	20,064
	20-79	1,176	11,760	6245	62450	7,421	74,210
		2,907	25,608	7022	68,666	9,929	94,274
	80-100	20	200	407	4,070	427	4,270
		2,927	25,808	7429	72,736	10356	98,544
Inferior staff							
Below Rs.6,100 %	4					187	1,122
Rs.6-10 Rs.5	5					522	2,610
Rs.11-15 Rs.6	6-10					14,577	72,885
Rs.16 & above 7	11-15					2,664	15,984
	16 and above					1,431	10,017
						19,381	1,02,618.

D.O.No.2764/Books.

Office of the Comptroller in Mysore,
Bangalore, dated the 14th June 1920.

Dear Sir,

I herewith send a statement showing the cost involved by the grant of temporary allowances on the scale noted in the Statement as agreed by us on Saturday last.

Yours sincerely,

Sd. T. Satyaraj Chetty.

To

M. N. Krishna Rao, Esq., B.A.,
Financial Secretary to the Government
of His Highness the Maharaja of Mysore,
Bangalore.

Temporary allowances.

Clerical Staff.

Up to Rs.19 Increase of Rs.8

Above Rs.19 do Rs.10

Pay	No.		
Rs.			
10 ..	598		
12 ..	511		
13 ..	2		
14 ..	167		
15 ..	914		
18 ..	225		
19 ..	91		
	2,508	x 8 ..	.. Rs.20,064
20-100	7,848	x 10 ..	.. Rs.78,480
		Total	Rs.98,544

Menial Staff.

Up to Rs.6 .. Rs.10

From Rs.7 to Rs.15 @ 50% subject to a minimum of Rs.12.

Above Rs.15 .. Increase of Rs.8-

Pay	No.		
Rs.			
4 ..	187	x 6 ..	.. Rs. 1,122
5 ..	522	x 5 ..	.. Rs. 2,610
6 ..	760	x 4 ..	.. Rs. 3,040
7 ..	3,154	x 5 ..	.. Rs.15,770
8 ..	3,336	x 4 ..	.. Rs.13,344
9 ..	3,901	x 4½ ..	.. Rs.17,554½
10 ..	3,426	x 5 ..	.. Rs.17,130
11 ..	1,048	x 5½ ..	.. Rs. 5,764
12 ..	470	x 6 ..	.. Rs. 2,820
13 ..	19	x 6½ ..	.. Rs. 123½
14 ..	220	x 7 ..	.. Rs. 1,540
15 ..	907	x 7½ ..	.. Rs. 6,802½
16-35 ..	1,431	X 8 ..	.. Rs.11,448
		Total	Rs.99,068½

Grand - Total Rs.1,97,612½ per month
or Rs.23,71,350 per annum.

D 350

MEMORANDUM

Reply from	To	191
A. N. Raghavachar M.A Sr Asstt Auditor	M. A. Rangachar Esq B.A Asstt Secy, Finance Dept	

Dear Mr. Rangachar,

I think it would be better to add the line regarding outdoor staff. The words something like increase in the outdoor staff of Rs ... has not yet been formally issued from the Rly Secty. I think it would be a safe guide to audit if this para with the remark that the question has been ... of separately

Yours sincerely

A.N. Raghavachar

It seems a line has to be added about the outdoor staff of Rys

It seems) this may come next
+ let copy of ... to Rly Dept of the Govt of India

Sr Asstt Auditor Mysore
take immediate action
Dec 7 20

MEMORANDUM

From	*To*	*191*
M. A. Ramgachari Esq. B.A. A. & T. Secy. Finl. Dept.	T. N. Raghavachar Esq. B.A., B.L. Senior Auditor, Mysore.	

Dear Mr. Raghavachar,

Please see the accompanying bill which is about to issue. May I know whether it is necessary to add a line there to the effect that the Ry. outdoor Engr is not entitled to this advce., as this question has already been disposed of separately. A line in reply will oblige.

Yours sincerely,

M A Ramgachari

[*Please reply overleaf*

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

****

Order No. Dated, Bangalore, the 19th July, 1920.

As the prices of necessaries of life have been ruling high, Government have been sanctioning from time to time the grant of grain and war allowances; the former is being given from June 1918 at rates admissible under the Mysore Account Code to those in receipt of Rs.30 and under, and the latter from November 1918 to those in receipt of Rs.50 and under, at the rate of one anna in the rupee, subject to the minimum of Rs.2 per mensem. Several representations have been received requesting for a larger measure of relief and the matter has been engaging the attention of Government for some time past. The views of the Finance Committee were invited on it and their recommendations are as under:-

I. A consolidated allowance in lieu of the grain and war allowances now granted may be given to all those in receipt of a salary of Rs.100 and under according to the following scale:-

Service.	Rates of salary.	Allowance proposed.
Inferior	Those in receipt of Rs.4 & Rs.5	An addition of 100 % per mensem.
do.	Rs.6 to Rs.10	Rs.5 each per mensem.
do.	Rs.11 to Rs.15	Rs.6 each per mensem.
do.	Rs.16 and above.	Rs.7 do.

(Note.-- The above increases are subject to the condition that the minimum in the case of the Bangalore and Mysore Cities will be Rs.12 and that in all other places, Rs.10.)

Service.	Rates of salary.	Allowance proposed.
Superior.	Those in receipt of Salary up to Rs.19.	Rs. 8 each per mensem.
	do. above Rs.19 and up to Rs.100 inclusive.	Rs. 10 ~~each per mensem~~ do.

2. Government are pleased to accept the recommendations of the Finance Committee and sanction the scale of allowances proposed by them. This sanction will have effect from 1st July 1920 and be in force until -- further orders.

3. The allowance sanctioned in this order will be given under the general conditions governing the grant of grain compensation allowance and it will count for calculation of leave allowance. Salary will, for the purpose of this order, include all emoluments excepting conveyance allowances and local allowances given on account of unhealthiness or expensiveness of locality.

4. The maximum emoluments including this allowance should not exceed Rs.110 per mensem and in the case of those whose salary exclusive of this allowance is between Rs.100 and Rs.110, the allowance will be limited to the ~~difference~~ amount required to make up the maximum of Rs.110.

5. This order will not apply to teachers in the Education Department and

and separate orders will issue in their case.

By order

Financial Secretary to Govt.

Lees
9.7.20

9.7.20

To

The compte
Other Hds of Depts
Other Secys to Govt
Dy Comrs of Dts
Press Table

The compte, Mysore Gazette, for publication in part II of this week's Gazette —

Copy to Secy. Non-gazetted Officers' Assn.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Departments

Order No. Fl. 449-98/S. & A. 23-20-1, Dated, Bangalore the 19th July 1920.

As the prices of necessaries of life have been ruling high, Government have been sanctioning from time to time the grant of grain and war allowances; the former is being given from June 1918 at rates admissible under the Mysore Account Code to those in receipt of Rs.30 and under, and the latter from November 1918 to those in receipt of Rs. 50 and under at the rate of one anna in the Rupee subject to the minimum of Rs.2 per mensem. Several representations have been received requesting for a larger measure of relief and the matter has been engaging the attention of Government for some time past. The views of the Finance Committee were invited on it and their recommendations are as under:-

A consolidated allowance in lieu of the grain and war allowances now granted may be given to all those in receipt of a salary of Rs.100 and under according to the following scale:-

INFERIOR SERVICE		SUPERIOR SERVICE	
Rates of Salary	**Allowance proposed**	**Rates of Salary**	**Allowance proposed**
Those in receipt of Rs.4 and Rs.5	An addition of 100% per mensem		
Those in receipt of salary above Rs.5 but not exceeding Rs. 10	Rs. 5 each „	Those in receipt of salary up to Rs.19	Rs.8 each per mensem
Those in receipt of salary above Rs. 10 but not exceeding Rs. 15	Rs. 6 each „		
Those in receipt of salary above Rs.15	Rs. 7 each „	Those in receipt of salary above Rs.19 and up to Rs. 100 inclusive	Rs. 10 each per mensem

Note.—The above increases are subject to the condition that the minimum emoluments in the case of those in the Bangalore and Mysore Cities will be Rs. 12 and that in all other places Rs. 10.

2. Government are pleased to accept the recommendations of the Finance Committee and to sanction the scale of allowances proposed by them. This sanction will have effect from 1st July 1920 and be in force until further orders.

3. The allowance sanctioned in this order will be given under the general conditions governing the grant of grain compensation allowance and it will count for calculation of leave allowance. Salary will, for the purpose of this order, include all emoluments excepting conveyance allowances and local allowances given on account of unhealthiness or expensiveness of locality.

4. The maximum emoluments including this allowance should not exceed Rs.110 per mensem and in the case of those whose salary, exclusive of this allowance, is between Rs. 100 and Rs. 110, the allowance will be limited to the amount required to make up the maximum of Rs.110.

5. This order will not apply to teachers in the Education Department and separate orders will issue in their case.

M. N. KRISHNA RAO,

Financial Secretary to Government.

To—The Comptroller to Government.
The other Heads of Departments.
The other Secretaries to Government.
The Deputy Commissioners of Districts.
PRESS TABLE.